

SEVEN DAYS

HELP!
I'M LOST...

3
HEALTH PLANS K-N
platinum plans
gold plans
silver plans
bronze plans

I THINK WE'RE
GOING IN
CIRCLES...

IT CAN'T BE *THIS*
HARD TO PICK OUT
AN INSURANCE PLAN.
CAN IT?

"LOB"
I WANT TO
GO HOME...

SHOPPING FOR HEALTH CARE



DEADLY FORCE

PAGE 48

Did the BPD need to use it?



PIGGING OUT

PAGE 49

Tasting Hen of the Wood



PERSONAL BEST

PAGE 48

Dave Keller's Soul Changes

the skinny pancake

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continue to increase, issues such as this one will become more prevalent.

There is an economic sense in much as anything. It's much bigger and more complex than "morning" and the law. The common misconception that construction of more of everything — aka development — is the only thing keeping the economy moving is to some degree the heart of the matter. As developers pour over the lead-scape for up-market housing and the accompanying school-shed commerce that goes with it, for the sake of making a buck, somebody else is losing out. I won't go into the housing-shortage myth.

If you build your Victorian in the woods and start posting no-hunting signs because you believe you are entitled to do so, conflicts will arise and accidents will happen. One side says, "We're entitled to walk safely through paradise!" the other side says, "My family and I have been leaving here for a hundred years." Rule seasons for most game is limited to certain seasons that are relatively short, thankfully. It takes precautions during hunting seasons. I either do not walk into the woods at all or, if I do choose that right, I wear bright orange and make myself obvious. Even that is no guarantee.

Robert Braddock
BRANDON

Yet the "no contact" rules meant that he did not get a lead touch until 30 months later, when he was moved to Kentucky and it was able to visit him there. The "no contact" rules are far from brutal. They are inhumane. They deprive people of the affectionate touch of their loved ones at the times that they need it most. The visiting rooms are attended by courteous officers and overseen by cameras, and the inmates are strip-searched upon leaving the room. These measures should suffice to control contraband without adding the cruel practice of denying human contact.

I am in favor of Rep. Stan Whaley's efforts to reduce the number of incarcerated Vermonters and end contracts with Corrections Corporation of America. But I also believe that Vermont, a state and human state in so many ways, can humanize its prisons and treat inmates with the respect that everyone deserves.

Hag McCarthy
MAULBORO

CORRECTIONS

In last week's story, "Lost and Found: Signi Rachman Katharine's Historic 'Little Italy' Neighborhood," an incorrectly referred to Burlington Town Center as Burlington Square Mall, which was the name of the Church Street mall until 2000.

Due to a production error, the 10th paragraph in last week's Feb. 19, "God Is Technological" was printed incorrectly. The paragraph should have read as follows:

"Who are the 'transhumanists'?" Robbitt is an important one. He is the founder — and prophet — of the 'trans-human' Transhuman, whose belief is that we can create 'artificial immortality' by uploading all consciousness into modified, thus freeing humans from their bulky, fallible fleshiness."

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NOV 16 31 ODE 10:30 8PM
NOV 17 HUR ROOM 11:30 8:30 7PM
NOV 18 MATTHEW KINLEY DVD 8PM
NOV 19 31 ODE 8PM
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NOV 21 31 ODE 8PM
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BY NEAL JAMES

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VIDEO SERIES



Struck in Vermont: Lasse Gully's "Impromptu" directed more than 100 Burlington High School students. Gully shows over the past 20 years, the film teaches lessons, "before her welcome." This Multimedia producer (the film) brought up thought-provoking a rehearsal for the November 20th production of "My Father's House."

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MUST SEE MUST DO THIS WEEK

COMPILED BY COUNTRYWIDE CORP.

FEBRUARY 19

Brothers' bones identical twin brothers, Elise Smith and Serenity Smith-Pearson, traveled with Cirque du Soleil before returning home to found the New England Center for Circus Arts. Last year, along with jugglers, contortionists and other acts, they formed *Kurkus*. And now, the ensemble brings *Rockes: A Cirque Spectacular* (pictured), which combines the thrill of the circus, the drama of a stage production and the fun of vaudeville in a family-friendly show.

SEE CLARIFICATION LISTING ON PAGE 194

②

THURSDAY 14

It's What's for Dinner

Yik Yak about rape to nuts. Or please participate in TV dinners. Please do before and historian **Abigail Thernstrom** inspired listeners with stories of modernizing habits — many of which will likely surprise you — in a presentation based on her new book *Three Squares*. The inventor of the *American Idol*? The feminist author awarded her *Yik Yak* from Boston University and her taught a class on social-environmental progress. Would it she'll bring you?

SEE CALENDAR LISTING ON PAGE 12

③

DISCUSSION

Sound Advice

The word "eco-translatability" has no dictionary to it, but what the heck does it mean? According to Toft, a teacher, composer and performer, **Lewis Schwick**, it's "the study of death and dying in relationship with the earth." More to the point, the scripted short, *Thereminology* (one of several being 2000 rights to a variety of music case studies over 15 years in his class, *The Hump*). The *Heavenly Power* at Sound Schwick shows her *Shoreline* (a 1990s short for another, and *Thereminology*, with speciality of *Shoreline*).

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④

*CATL 10/24/97 14.

Pre-Turkey Tree

Of all those juicy mashed potatoes and pumpkin soups in honor of **Use Your Car On!** The amount, Thanksgiving-themed fundraising event, invites participants to run anything from a single lap to the famous 101-mile Ironman triathlon in Wisconsin's Ellsworth National Area. Instead of donating the runners bring donations for the local food bank. And they don't have to be fast: donating supplies, toiletries and necessities into backpacks. Lap. Those who can, too.

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⑤

TUESDAY 19

Water, Water Everywhere

When you're in a hot study of order inspired the
 the first of Newfoundland folk-rockers **Great
 Big Sea** but we can't say you have a great
 big sound. And a great big following, too, just in
 their native Canada but Sarsfjord, in itself, is
 no wonder — Gills have projected what they can
 a "hippie" sound. They're also have been studied
 in, project inspired people — for a couple of
 years, and it's a good thing, because, the more
 the more, the more this collection called **XX**, can
 be a good point of racing too.

Source: <http://www.fishbase.org>

⑥

ENDING

Tondo Tactics

Forlato and Al Soliman unambiguously tell his paintings "propagandists." That's because his works, which often do Swile describe as "uncompromisingly ripped from the headlines tabloids," are patently political. His current exhibit at Archer features new works in an old format: resistance-eye view, or, basically, that the elegant, cerebral, sophisticated depictions of governmental and military misdeeds, "submarine" includes newly 32 boats, along with some of Soliman's equally outspoken poetry.

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⑦

SATURDAY 16.

Making Changes

His recent blue-collar **Dave Karger** grew up in the Boston burbs and lives in Montpelier, but you could say Perrygo is his spiritual home. And so he told the occasion with a little more than a little tongue-in-cheek, right off the bat (LO). South Overcast, in Montpelier? Really? Situation... which, by the way, is where Al Green recorded "Let's Stay Together" (Karger was accompanied by some of his soul-jazz soul band, and the result is a collection that producer Rob Perrygo calls "the best of Al Green, period"). Check it out for yourself at a CD release party this week.

SEE HOW IT WORKS ON PAGE 88

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CONCLUSIONS

J. Schwaninger, I. Nefzger, unpublished data

A healthy body
begins with
a healthy
spine.



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FAIR GAME SEVEN DAYS ON VERMONT POLITICS BY PAUL HENRY

Family Bid-Ness

Less than a month after Gov. Peter Shumlin offered health care jobs to **AMY RADER WALLACK** a \$100,000 no-bid contract with the state, Rader Wallack offered Shumlin's college-age daughter a job at her administrative assistant.

"I'd say my nephew's opened on the farm, but he is not like it might work out," Rader Wallack said last Thursday afternoon. "She's looking for work, she's a very bright young woman... And she's got a lot of experience."

Rader Wallack, the architect of Shumlin's ambitious health care overhaul, stepped down as chairwoman of the Green Mountain Care Board at the end of July to return home to Rhode Island.

But she wasn't gone for long. Barely a week after her departure, Secretary of Administration **ANDREW BLANKS** signed a no-bid contract with Rader Wallack's consulting firm to oversee a \$65 million federal grant she had helped Vermont obtain while she worked for the state. The one-year contract, signed on August 8 and funded by the governor's office budget, could be renewed twice. It promised her firm, Arrowhead Health Analytics, \$100,000 for up to 600 hours of work.

Later that month or early the next, Rader Wallack said, she contacted **ADAM DUGAN** to see if the soon-to-be Brown University graduate would come to work for her.

"My recent model of being assistant is I go for really bright people right out of college who need experience," she explained. "The last one was [former House speaker] **CHRISTOPHER CANN** who's here's a return in terms of political life, I guess. Prior to that, she added she loved the son of her former boss, KSR. Partisan lobbyist **BORISMAN**."

Rader Wallack said she had met Oliver Shumlin several times at political events and once was impressed so she contacted the governor to ask for his daughter's number. After speaking with the younger Shumlin, Rader Wallack said she contacted the governor a second time.

"After I talked with her, I told her we had a good conversation," Rader Wallack said, though she emphasized that the job offer was "none of this business."

"It was," she said. "It's my business."

Within hours of seven days' first inquiry into the matter last week, Rader Wallack called back Thursday evening to say she had just spoken to Oliver Shumlin for the first time since September.

"I called with her, and she has not accepted any offer from me, and, in fact, is looking at other options, so we're still very much in the air," Rader Wallack said. "I said, 'Where are you go?' because we

haven't talked in a couple of months. She is looking at other stuff and also still considering whether she wants to work for me."

That conversation quickly came to an end.

Later that evening, in response to questions from *Seven Days*, Gov. Shumlin's spokeswoman, **SUE ALLEN**, wrote in an email, "Liv is not going to work for Amy. She did receive an offer but declined."

In a recent message Rader Wallack left the next morning, she said, "Just calling to confirm that Oliver Shumlin has indeed decided to pursue other options and will not be working for me."

It's unclear whether state contracting regulations would prevent a recent administration official from being a family member of the governor to help employ-

THE LAST ONE WAS GAVE
SYMINGTON'S SON,
SO THERE'S A PATTERN
IN TERMS OF POLITICAL
KIDS, I GUESS.

AMY RADER WALLACK

ment a state contract. But the state's executive code of ethics, which was signed by Shumlin and governs him and members of his administration, would appear to bar him from using his office to advocate for such employment.

The ethics code calls on administration officials to avoid giving preferential treatment to any family member or member of the appointee's household and "using public office for the advancement of personal interests."

Asked whether such a scenario would run afoul of the rules, Shumlin's legal counsel, **SARAH KOSLOWSKI**, said in an email last Friday, "In the event such an employment relationship existed, it would need to be disclosed and would be additional under both the Executive Code of Ethics and the state's procurement policies."

Asked what the money by "adduced" London and an assumed Tuesday "depends on the circumstances," but declined to elaborate further.

Like most state contracts, Rader Wallack's specifically prohibits her from giving "any thing of substantial value [including property, currency, travel, and/or education] promised to any officer or employee of the State" during the term of the agreement.

Asked whether a job offer to a family member constituted "a thing of substantial value" Spaulding said in an email Tuesday

that "the answer would depend on the nature of the employment relationship."

"Since no such relationship exists, we have not had to address the issue and we do not need to," he wrote.

It's also unclear what role Shumlin personally played in awarding Rader Wallack's contract—and what she has weighed in on the idea of her hiring his daughter.

When it was signed in August, the contract itself drew scrutiny from reporters and opponents of health care reform. They questioned why Rader Wallack got a lucrative private-sector contract just days after leaving her job at the public sector—and why nobody else had an opportunity to bid on it.

In a written request to waive the state's competitive bidding process, Deputy Administration Secretary **ANDREW BLANKS** signed in August that Rader Wallack "has been selected for this position primarily due to her experience on the Green Mountain Care Board and as Shumlin's special assistant for health care reform."

Asked Monday whether Shumlin played any role in awarding the contract, his former top adviser, the governor first said, "I have no memory of that."

"Irene never very clearly discussing the fact she sits on this extraordinary silent and keep a working for us," he then added, "I don't get into contracts. What's that got to do with the price of eggs?"

Asked whether he ever spoke to Rader Wallack about the prospect of her hiring his daughter, Shumlin declined to say.

"My daughters have no interest in being a part of my political life," he responded. "I respect that and I don't involve them in my public life. I hope you'll respect that, too." (One of Shumlin's daughters has worked for his campaign, introduced him in campaign events and lent their names to fundraising solicitations.)

The Shumlin administration declined to put *Seven Days* in touch with Oliver Shumlin.

Asked last week whether her hiring practices were appropriate, Rader Wallack said, "I don't think there's anything inappropriate about it. I suppose it would be plausible there'd be some scenario where there'd be some sort of conflict, but nothing seems to me at the top of my head."

"Find the Plan That's Right for You"

Nearly two weeks ago, when Shumlin extended the deadline many Vermonters face to buy health insurance through Vermont Health Connection, he pivoted the three-month delay as a way to provide "additional options" and "peace of mind" to consumers.

But for those who work for businesses with 50 or fewer employees, their choices

under Shandera's new contingency plan could actually evaporate.

Prior to Shandera's delay, small businesses could choose to offer insurance through Vermont Health Connect — or they could decline to offer coverage, which would allow their employees to enroll on their own and take advantage of federal subsidies. Either way, every small business employee in the state would have been able to choose from a menu ranging from nine to 39 plans.

But now, thanks to ongoing technical problems during the Vermont Health Connect website, many employers may offer their employees only one plan.

Why? Companies that elect to sign up directly with insurance companies, as Shandera's new plan allows, can pick just one plan for all their employees and those who work for companies that fail to take any action at all will be automatically enrolled in a plan that most closely matches their current coverage.

So much for choice.

And what about the "breaching trust" that three-month delay will provide small businesses?

Sure, it'll give them more time to weigh their options — and to avoid fines to the website — but it will also essentially prevent their employees from switching carriers.

That's because, under new rules unveiled last Friday, deductibles and out-of-pocket maximums will reset January 1 for those whose current plans are extended into the new year. When such people sign up coverage by the new March 31 deadline, any deductibles and out-of-pocket maximums they've accumulated will apply to their new plan — so long as they don't switch carriers.

But if it came March, they switch from Blue Cross Blue Shield of Vermont to MVP — or vice versa — those out-of-pocket caps reset again.

Asked Monday whether his contingency plan actually limited choices for small-business employers, Shandera said, "That's a temporary hiccup given the challenges that we've been facing."

He added, "So yeah, you can find scenarios where people aren't going to get the choices they would have under an ideal world. Is that what you're asking? Is that right?"

Shandera declined to say when he expected Vermont Health Connect to be fully operational, though he said he was "hopeful" it would be able to process electronic premium payments by the end of the month. He also said he was "hoping" he would not have to delay any further contingency plans.

"As I've told you, I've learned a lesson as governor. I'll never say a date again," the governor said. "But I'm very hopeful that we'll have it up and running by the end of the month. That's my hope. I'm not promising. That's what we're working really hard to try and do."

Party Houses

Vermont's Republican and Progressive parties elected new leaders over the weekend, both of whom are piggybacking the reach of their respective parties.

At the GOP's state executive meeting Sunday in Manchester, former representative **OWEN SANDERLAND** defeated former U.S. Senate candidate **JOHN MACDOVER** 18 to 10 to become the party's new chairman. Sanderland of Rutland Town, succeeds **JACK SWARTY**, who last week dropped his plans to seek reelection in the face of health challenges and craning political support.

Sanderland was welcomed by the party's sole statewide officeholder, Lt. Gov. **PAUL SZABO**, along with many GOP legislators. MacDover, of Windsor, was booed by Linsley.

"I think today what we can take away from this is that the Vermont Republican Party has not done far change — a change in direction, a change in tone — and we plan on going forward," Sanderland said after the election.

Meanwhile, on Saturday the Vermont Progressive Party unanimously elected former Burlington city councilor **ALICE HUBBARD STANKE** to succeed **MARTHA MURPHY** as chairwoman.

MacDover-Stanke and she planned to focus on "backing the party's capacity" to support Progressive candidates and to encourage more women and young people to enter the field.

As for whether the Progs would elect a candidate for governor, so they presently threaten to do?

"It's too early to tell. I do think every cycle it's worth a serious conversation," MacDover-Stanke said. "[Stanke] hasn't really been a champion of the working people, and I think there might be a need to hold him accountable for some of those decisions." □

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In Wake of Fatal Burlington Police Shooting, Some Question Use of Deadly Force

BY MARK DAVIS

One week ago, Burlington police officers visited a New North End home after the mother of a man with a history of mental illness reported that he was agitated and destroying property.

Approximately two minutes after he arrived on the scene, Cpl. Ethan Thibault squatted the trigger of his Glock 46 — the first time a Burlington police officer has fired a gun in the line of duty in 16 years. The bullet killed Wayne Bruneau, 48, who police would later say was waddling a short way to a threatening way. Thibault and Cpl. Brent Norrie were not injured.

Many questions remain unanswered. How large of a role did Bruneau's apparent history of mental illness play in the incident? Why did one officer fire, and the other not? And are police justified in gunning down a man armed only with a shoe?

Burlington police, along with most law enforcement agencies in America, are trained to fire if they believe themselves to be in danger of serious injury or death. Officers are instructed not to wait until they are attacked, and to shoot to kill — not to injure or disarm.

"This is a complex area of operations and one of the most misunderstood areas of law enforcement operations, drinks to movies and TV that largely portray the impossible," Burlington Police Chief Michael Schelling said in an interview.

But some legal experts said Bruneau's shooting, even if it was done in accordance with police department regulations, appears at first glance to follow an alarming pattern in Vermont: mentally ill people being killed by police during encounters that began when officers were called to help.

"It's a tragedy that could be avoided if we have a better response to these situations," said Bluebird attorney Robert Appel, who represents the mother of Macedonian Mason, an unnamed Thetford man who died after Vermont state police shot him with a Taser last year. "It's hard to second guess cops. They have a very difficult job; they have to make snap decisions; they don't have a lot of time. Why not talk? Why not other means of intervention? It seems so avoidable — two minutes...here we are again."

Few Alternatives to Deadly Force

The Burlington Police Department and the Vermont State Police are conducting separate inquiries focused on Thibault's decision to use deadly force against Bruneau. According to court records, the victim had a history of unspecified mental illness and previous run-ins with police. His family could not be reached for comment immediately after the shooting.

As of press time, authorities had not said how many times Bruneau was shot, how many times Thibault fired or how far Bruneau was from the officers when he was killed. During a press conference last week, Schelling said a preliminary review indicated the officers acted appropriately.

Police say that the officers confronted an agitated



Bruneau outside, in the front of the house, and have provided few other details of what ensued.

"An officer may use lethal force to protect himself or another person from what the officer reasonably believes to be an imminent threat of death or serious bodily injury," Burlington police regulations state. "An officer may also use lethal force to prevent the escape of a suspect where the officer has probable cause to believe that the suspect has committed a violent crime involving the infliction or threatened infliction of serious bodily harm or death AND it is reasonable to believe that the freedom of the suspect poses an imminent threat of death or serious bodily injury to the officer or other persons."

In assessing the threat they face, department procedures tell Burlington police officers to consider several factors, including the size of the suspect, the type of weapon or other instrument, prior dealings with the suspect, the suspect's response to verbal commands, and the availability of other officers.

But officers are told they are not required to consider any alternatives to deploying deadly force if doing so would increase the danger to themselves or others. Schelling said that Burlington officers are taught that they can be in danger of serious injury or death if a suspect is wielding a potentially deadly weapon from as far as 30 feet away.

"When training, we talk about a distance of 21 to 30 feet with any object, whether it be a bladed object or an object small or large, as being an imminent threat, because people can close that distance," Schelling said in the shooting's immediate aftermath.

While not discussing Bruneau's incident specifically, Schelling said that officers will sometimes stay back from a potentially dangerous suspect when they know details of the situation in advance.

"Attacking a known threat is another option when a threat is known to exist," Schelling said in an interview. "In the event we know we are responding to a situation with a person armed with nothing — a gun, knife, bat, anything — in most instances we set up at a safe distance and try to engage the person from there. There are instances in which a person may be giving a direct and immediate threat to themselves or someone else and that distance may not be possible or practical. In some cases we do not have the option to keep distance and so either we have no idea where or will be posed until it is too late."

Neighbors told News Day that at least one of Bruneau's parents witnessed his shooting, and police have said there were other witnesses, though it is unclear who they are or where they were located at the time.

In addition to their Glock pistols, Burlington officers are armed with batons and Taser stun guns, but those tools, according to department regulations, are to be used when the officers need to gain compliance or believe the suspect is at risk of physical harm, not "serious bodily injury or death."

"If I had a knife or baseball bat, and I come at you, you can shoot me," said Washington County State's Attorney Tim Kelly, speaking generally and not about the Burlington investigation. "You have to look at all the different circumstances, but...you could kill someone with a shoe!"

And there is no such thing, in police protocols, as shooting to injure or disarm. Officers are taught that, once they believe they are at risk of serious injury or death, to shoot for the center of the visible portion of their target — in most cases, the torso.

The Burlington Police Department explicitly forbids officers from firing warning shots.

"That is not the reality of law enforcement in Burlington, in Vermont, or anywhere else in the nation," Schelling said.

Legal Challenges

Incidents in which citizens are shot by police often end up in court, usually as a result of a lawsuit filed on behalf of the dead subject's estate and family, or as a corollary rare occasion in Vermont, in criminal court if the officer is charged with a crime. (Winousville police officer Jason Nixley is currently facing an aggravated assault charge for allegedly shooting the leg of an unarmed, mentally ill man suspected of burglary.)

There, the question boils down to one essential determination — the "reasonableness" of the officer's decision that deadly force was necessary.

Attorneys across the state who have represented families of Vermontians killed by police say it's an uphill fight to convince judges and juries to rule that police officers made the wrong call.

The surviving family of Joseph Portantua, a mentally ill man from Corinth killed in 2006 by a Vermont State Police tactical team, launched a failed lawsuit based on claims that police had no legal right to fire on him. Several tactical team members saw

Portantua in the woods, and some of them later said he brandished a gun, prompting them to fire. The family claimed that Portantua only drew his gun from his waistband because other officers were peering at him to "drop" the gun.

The bulk of the Portantua family's case was dismissed in U.S. District Court before it got to a jury, after a judge ruled there was not enough evidence for a jury to question the officers' account of what happened. The second U.S. Circuit Court of Appeals unanimously dismissed an appeal.

The family's attorney said, in an interview last week that judges give great weight to the word of the police officer.

"The difficulty with the case is the man who got shot to death will not be able to testify," said New Hampshire-based attorney George Spanias. "At the end of the day, the judge is going to listen to the police officer."

The family of a Brattleboro man shot to death by police inside a church in 2008 also failed to convince a judge that police had strayed from state-of-farce rules. Robert Woodward, 37, was in the throes of a psychotic episode and threatening suicide when he was shot by two officers who said that Woodward advanced toward them with a knife. Some witnesses maintained that Woodward never threatened police.

In 2004, a U.S. District Court judge dismissed the Woodward family's lawsuit. That decision was overturned by the Second Circuit, where, according to

the Woodward's attorney, Tom Costello, appellate judge and future Supreme Court Justice Sonia Sotomayor sided counsel for the Vermont Attorney General's Office. "You mean they're shooting people in churches up there in Vermont?"

But the lower court judge dismissed the lawsuit again on different grounds, and that decision was upheld.

The attorneys returned by *Seven Days*, none of whom is involved in the Brincetti case, urged closer scrutiny of several aspects of last week's shooting, including the relatively short amount of time officers were on scene before they fired, what exactly Brincetti was doing with the shovel and the decision by one officer not to fire.

"It's an analysis, a weighing process," Costello said. "It is an inference. 'Did he take that step forward, did he threaten, was there a risk to that?'"

Spanias said the distance between Brincetti and the officers could prove pivotal.

"If a man with a sawnax over is standing 30 feet away from you and just raises it, deadly force would not be allowed," Spanias said. "The only time a shovel is going to be really considered

a deadly weapon is if it's in absolute striking distance of an officer and there is behavior to demonstrate an intent to strike an officer. That it has to be a real threat. Even if the poor individual was charging at the officers, I would argue they should have retreated, but they have no duty [legally] to retreat."

Police Chief Schirring argued restraint in judging the case and noted that his department has handled more than 400,000 calls since 1997 — the last time his officers fired on someone.

"I would encourage anyone to omit the details of this particular incident before weighing in," the chief said. "Any opinion offered at this stage have been offered without the benefit of any substantive information about what occurred." ☐

Mark Davis mark@sevendaystv.com



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A "Community" at UVM Helps Recovering Addicts Stay Sober — and Enrolled

BY KEN HEARD

As "Ann," a 21-year-old recovering heroin addict who graduated from the University of Vermont in May, what was the hardest thing about staying sober at college. Her answer (my emphasis): you.

It wasn't being in the dorms, which often reeked of marijuana and stale beer. Nor was it going to frat houses and off-campus parties, where friends dished shots of booze and got high before heading downtown to the bars.

It was studying at Bulfinch House Library. "Ugh. I hate the library," Ann says with a laugh. Ann, who asked that her real name not be used, joined it undergrads who agreed to give a Seven Days reporter a glimpse of what it's like to pursue a degree while also recovering from addiction to drugs or alcohol.

Ann didn't mind studying. But in the relative quiet of the library, she says, it's too easy to hear other students snoring or even snoring in their cubicles and "breaking out while I'm trying to write a paper." As Ann describes the library experience, the others snore or nod their heads in agreement.

"Lazars," an undergrad and recovering opiate addict who transferred to campus in the spring of 2012, says she can always spot the students who are "using" during study sessions based on the frequency of their "snore breaks" or their incessant fidgeting or the sound of their teeth grinding.

"Some of them could be on way too much caffeine," she says, "but I can usually tell."

It's a Tuesday afternoon in a windowless, ground-floor lounge in UVM's Davis Center. Every Tuesday a small but growing number of students meet in the Living Well office for a free lunch and get together to talk about their college lives, which are anything but typical.

This is the Colgate Recovery Community, a program launched in 2010 to help students getting over substance abuse continue their studies without compromising their sobriety. The CRC isn't a drug-treatment program or a sober house; there are no mandatory drug tests to ensure that students stay clean, nor any residency requirements other than those that apply to all incoming freshmen. For former users, who enroll voluntarily, the CRC provides an invaluable survival tool for college: a social life not centered around getting drunk or high.

Andy Boyd Austin is director of the CRC and its only employee. Before coming to UVM in 2004, she spent 12 years running substance-abuse treatment programs in Delaware, Maine and California prisons. She founded the CRC three years ago after learning a sobering lesson: concern that recovering addicts living in the dorms were at risk of relapse due to the behavioral "triggers" all around them.

Because these students were housed by university housing contracts, Boyd Austin explains, she couldn't find other places to live that were more conducive to



their recoveries. As a result, many would end up couch surfing with friends, where they were often exposed to equally unhealthy lifestyles.

In addition to the free weekly lunches, the CRC offers students monthly socials, weekend outings such as movie nights and camping trips, and drop-in hours three nights a week in the Living Well lounge. There, CRC students can study, talk, sleep or just hang out, without fear that someone will be using, dealing drugs or talking about last weekend's bender or ecstasy trip.

Though CRC's members are still small — about 15 active students and another 20 who are either recent grads or not currently enrolled in classes — the need is there and growing. In 2010, Boyd Austin had just 10 referrals all year. This fall, she had 15 students referred to her in September alone; another four students contacted her just last week. Addiction on campus, she's discovered, "is a lot more prevalent than most people realize."

It's not ones that alcohol and illicit drug use are commonplace at UVM. "Groovy UVM" consistently ranks among the top 40 U.S. party schools can be justified. In 2012, campus police services reported 658 drug-law violations, 1592 liquor-law violations and 114 students requiring detox.

But UVM students are hardly unique in the level of consumption of intoxicants. According to 2002 data from the Substance Abuse and Mental Health Services Administration, more than one in five young people between the ages of 18 and 22 meet the criteria for

substance-abuse disorders — and those figures tend to be several percentage points higher for college students than among their noncollege counterparts.

Students find the CRC through one of several routes, Boyd Austin explains. Some are high school students already in treatment when they apply to UVM. In fact, two of her students this year specifically chose UVM because it's one of only a handful of colleges around the country with an organized recovery community. Others are transfer students who finally decided to get serious about their studies but don't want to "return to the scene of the crime" at their former colleges. Then there are those, Boyd Austin says, who arrive at UVM, "do the typical college thing, then crash and burn."

A native of Houston, Texas, Ann says she first started drinking when she was 8 years old, then quickly graduated to harder drugs. With two parents who are also addicts, Ann says she's been in and out of court-ordered rehab since she was 13. (According to Boyd Austin, long and intractable addictions among incoming students are becoming more the norm than the exception.)

Ann arrived in Burlington in January three years ago and was in trouble within two months. "I spent spring break at the hospital going through withdrawal," she recalls. Once she got out, someone referred her to the CRC.

Recently Ann hit the one-year mark of remaining clean and sober. She's now applying to a doctoral program at the University of Texas at Austin. After years of failed

rehab attempts, she credits the CBC for much of her success. Why? Among her friends in the group, Amy says, she doesn't have to explain herself or her sense of humor, such as when she jokes about overdosing or smoking crystal meth.

Enter "Dave." As he does, the tall freshman with closely cropped hair grabs a freshly brewed beverage off a tray, sits down at the table and introduces himself.

"Hi, my name is Dave, and I can't stop eating brownies," he introduces.

"Hi, Dave?" the group echoes, mimicking the ritual greeting of support groups such as Alcoholics Anonymous and Narcotics Anonymous, with which everyone in the room appears all too familiar.

Dave, who describes his addiction as "pretty traditional — mostly whiskey and cigarettes," applied to UVM out of high school, where he'd been in treatment since his junior year. Dave started coming to the CBC on Tuesdays "not for the first time."

GOING THROUGH A RECOVERY PROCESS IS ONE OF THE HARDEST THINGS YOU WILL EVER DO IN LIFE.

AMY BOYD AUSTIN

he confuses that thanks to the people he met, he says, he's now enjoying in "staying in school."

And despite his dipshit-self-deprecating humor — "I'm such a judgmental asshole!" he says — Dave talks seriously about how the CBC has benefited him. He talks about the opportunities he's had to speak to first-year medical students, fraternities and students at other Vermont colleges about substance abuse and mental illness.

"These are good opportunities" to make addiction real to other people, he says. "We're not in the gutter and shit. We're your students. We're your kids. We're your friends. We're your fucking employees, your doctors and teachers. We're all over the place!"

Unlike some CBCs at other colleges, the one at UVM has only a modest set of requirements. They include a one-credit academic course on dealing with addiction, which students can take up to three times, and a commitment to stay clean and sober, as expressed in a written "recovery protection plan." Finally, all incoming freshmen and transfer students must be in recovery for at least six months before they can apply to re.

But even that "moderate" has some flexibility. Boyd Austin has allowed current UVM students to join the group who had been in recovery for as little as two months. Her reasoning? It doesn't

make sense to force them to weather an entire semester of sobriety alone.

"Many of students don't use an acronym, but they often struggle to find one unless because they think they're the only ones," she explains. "Finding an identity and a college community based on what you don't do is much harder." To assist with that, the university has set aside two residential cottages on its Trinity campus for as many as 25 CBC students who want drug- and alcohol-free housing options.

Interestingly, as more incoming students are coping with serious addiction issues earlier in life, Boyd Austin says parents often ask her whether their kids should reveal these problems in a college application. After all, an intensive drug habit isn't the sort of extracurricular activity that usually wins over admissions boards.

But while some CBCs at other schools urge students to conceal that aspect of their identities, Boyd Austin actually proposes the opposite.

"Going through a recovery process is one of the hardest things you will ever do in life," she says. "There are people my age, people my parents' age, who have not done the internal work these young people in recovery have done to figure out what's going on in their lives and set themselves on a different

path. So I think they should be loud and proud about who they are."

Indeed, many CBC students appear to have forged tight bonds with each other, which seem akin to those of combat veterans who return from war, then find it difficult for others to relate to their experiences. As Laura puts it matter-of-factly, "I think there's because we all almost died. Most people never experience that."

So what happens if — or more commonly, when — a CBC student relapses? As Boyd Austin explains, a "zero-tolerance" policy is neither a compassionate nor realistic approach, given the prevailing understanding of addiction.

"Relapse is a part of the recovery process, and recovery is a process," she says. As long as students who slip up admit that they want to stay in the community, she says, the CBC will support them. ☐

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In Walden, a Budget Impasse Leaves a Small-Town School in Limbo

BY KRISTEN FOUNTAIN

Money for classroom supplies is tight in schools across Vermont. But nowhere are teachers, parents and students more aware of the straits than at Walden Elementary School, which has been operating without a budget since the current fiscal year began in July.

For months, a group of frustrated taxpayers in Walden, a Caledonia County town with just under 11,000 residents, has been engaged in a high-stakes game of chicken with their school district and the Vermont Agency of Education. Three weeks ago, voters rejected a proposed \$2.62 million 2016-2017 school year budget, the fourth budget considered and shot down since the original \$2.75 million budget was put to a vote in May.

Since that last failed vote, teachers have let it be known that they would welcome donations of pencils, markers, art supplies, copy paper, even Monkeys. A recent e-mail home requested that each child bring a giant 16½- and sixth-grade class bring in a car or even vintage, hiking socks and paper towels for a science experiment.

"My kids don't have basic school supplies," said parent Angela Aschelt, at a November 5 Walden School District meeting that drew around 30 residents. "But some kind of crazy."

Teachers at the school — which last year served 106 students in grades pre-K through 8 — are doing their best to continue on as normal, Principal Lee Benoit said at the meeting. But she has had to advise staff to make do with the meager supplies until uncertainty around the school's funding is resolved.

That may not be any time soon. Under Vermont law, property owners in a district without a voter-approved budget still pay the base statewide education tax rate and, in return, their district still receives some money to continue educating its students.

But state education funds can only be tapped for funds equal to three-quarters of the base education amount per pupil, a number set every year by the legislature. For the Walden district, that will equal less than half of the total anticipated in the district budget.

The law also allows the district to borrow, but only enough to fill the coffers

to 87 percent of the previous year's budget. Caledonia Central Supervisory Union staff calculates that amount will see the school through March or April, several months before the end of the fiscal year. In June, superintendent Martha Tucker explained at the meeting.

What is not at all clear is what happens then.

In recent years, more than 90 percent of all school district budgets were approved at the March annual meeting, said Steve Dale, executive director of the Vermont School Boards Association. In 2013, the percentage was closer to 95 percent.

"This is an anomaly," Dale said of the impasse in Walden. "Big time."

There are notable exceptions: Milton and Williamstown took two tries this year to approve their actual budgets. In Bennington, there were three rounds of balloting. For Barre and Towns, five special district votes were held before residents gave their OK to a level-funded budget in September.

Generally, though, a consensus is reached within a few months. In fact, it has been 20 years since a Vermont district has gone past mid-November without an approved budget. The Benning school district's level-funded scenario appeared for an entire year without voter approval in 1994-1995, paying its way with a bank loan. That misadventure prompted the legislature to set the 87 percent borrowing limit in 1995.

"We intended to put pressure on both sides," said Bill Tibbett, deputy commissioner of the Agency of Education. Upson school district of 500 and voters find a compromise, he said, "they won't make it through the whole year."

Yet after four rounds of voting in Walden, the opposition, despite getting on a late start, remains stiff.

Budget opponents raised forces after the district's \$2.75 million school budget — representing a 20 percent increase in spending — was approved by just four votes, 94-60, at the March meeting. A signature drive resulted in a successful petition for a rescission vote by ballot in May, when the budget first went down in a stinging defeat, 197-66.

Since then, that core of about 200 opponents has thrown up again and again to keep a budget from passing. The latest round was much closer, with the opponents prevailing 100-94.

"All of the board feels a little bit blindsided," said Roy Lewis, one of three members of the Walden School Board.



"Schools are required to educate students at the public's expense. What happens if there is not enough money to do that?" Tucker said. "No one knows what happens, because it has never happened before."

"This is an uncharted water," cautioned Vermont Agency of Education finance manager Brad James in an interview. "We don't know."

Stiff Opposition

For all the concern about the growing burden of education costs on taxpayers, a revolt like the one going on in Walden is still rare.

The district has had its budgets approved with relative ease over the past five years. "During that time, we have been really careful with finances," he said.

In fact, recently Welden has been among the most conservative Vermont districts in terms of spending. Per pupil spending in fiscal year 2013 was

just under \$10,600, a figure that landed the district in the bottom quarter of all 246 statewide, according to an analysis by the Agency of Education.

"Here we have been spending the bare minimum to educate the kids who show up to our city," Lewis said. The board has shared these facts with the public at informational meetings and a website, but it hasn't seemed to make a difference. "People don't want to listen or don't believe us," he said.

As in most communities, some Welden voters consistently vote against the school budget. For some, it stems from long-standing anger over the loss of the town's one-room schoolhouse decades ago, Lewis said. Others oppose the very idea of public education.

This year, that group is joined by people who feel they are doing the only thing they can to stem the growth in education spending — and its impact on their tax bills.

As much as 75 percent of the Welden budget this year is set by contract or regulation and can't be scaled back by district officials or voters.

"We are being asked to vote on a budget and then being told that we can't expect three-quarters of it. We don't have any control over our spending," said resident Lee Johnson at the board meeting. "Welden can't afford to stop part of its own, and neither can any other town in this state."

Another resident, Pam Montgomery, responded by saying she agrees that rising property taxes are a big problem, but confining to vote "no" is not the way to address it. "Punishing the children of Welden is not the way to go about it."

The fact remains that even the stripped-down \$2.6 million budget presented in October would bring a 30 percent spending increase.

Tucker, the superintendent, told residents at the meeting that district officials had shored off about as much as they legally could.

Small school districts across the state are all grappling with similar challenges as, unpredictably fluctuating student population and a lack of in-house capacity to respond to students with costly

special needs. Unfortunately, in Welden, both have popped up during the same budget year. Several students now require expensive support services. And additional students added to an already large combined fifth- and sixth-grade class made the group too large for one teacher to handle, Tucker said.

At the same time, the district is carrying a lot of fixed expenses. There are the staff and housing contracts and, most significantly, high school tuition.

The Welden district does not currently have a designated high school, which means families can decide where to send their teens. In recent years, almost half of the high-school-age students have gone to the private St. Johnsbury Academy. Other popular choices are Union Union High School in Randolph and Cabot High School. In total, tuition for the town's 54 high school students costs almost \$100,000 — more than one-third of the total budget and a line item with zero flexibility.

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Another less obvious factor is that high school choice draws families to the area — specifically to take advantage of a few residents there said a series that parents who are in town for a district period of years are less personally invested in the success of the elementary school.

"It does drive away resources for the elementary school, and it drives away allegiance to the elementary school," Tucker said at the meeting.

"You can't overstate the vicious circle around high school choice," added Gene Pedrini.

"I feel really concerned for the future of this town right now," Bill Hall said. However, administrators say they know that most of the community wants to support the schools. "These are people who care and are struggling to educate their kids," Tucker said. "All of the issues that are going on in Vermont we need here in this community."

Seeking Outside Help

Welden's latest budget cut both the library and the world language teacher position. One of the few potential savings

left to consider that was discussed at the meeting would be to entirely close down the modular classrooms that now house a library, designed to serve both the school and the community. That idea did not sit well with library board secretary Marie Richelieu. "I really went just to understand that we as a board have good rights to see the school? If that happens, so be it," he said.

"So we should keep the library open to the detriment of the children if it comes to this?" asked school board chair Judith Clifford.

The obvious way to end the looming financial crisis at Welden Elementary School would be to get a budget approved before the funds run out next year. The district's weary board members know they will also be scheduling another day of voting.

But before they do, they want to spend some time trying to engage middle-of-the-road voters who may have not yet participated. There are 685 registered voters in town. Budget supporters expect a significant number of parents of schoolchildren are not coming out to vote.

The board also wants officials at the Agency of Education to come to a meeting to explain what lies ahead for the district. And it's looking into professional mediation services.

"We've done everything we can do to pass this budget," Lewis says, but that's not what Lewis said at the meeting. "It's time to bring in outside help."

Another road leads to the state legislative, which has left unclear what should happen if the district runs out of cash. If there is no budget by January, agency and school district officials expect to be selecting help in defining the next steps.

But at least one of the politicians representing Welden believes the time has come for an open broader discussion of state education financing.

"I think there is a growing consensus that the funding mechanism is in the process of breaking down for a number of towns," said State Senator Joe Benning (R-Caledonia). "It is probably past the time that we should have then brought back for discussion."

Either way, Lewis fears that Welden's recent history will end up being a cautionary tale for other school districts. He sees voters focusing more and more only on the cost side of education and not as its results and overall benefit to society. He won't be surprised if new budgets stall in several districts in Vermont next year.

"The idea of education [being] beyond of control is not going away," Lewis said. □

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-WEDNESDAY NOVEMBER 13-



ETHEL Augment the Classical-Music Repertoire With ... Everything Else

BY ETHAN DE SCHE

“W e have some secret weapons. I’m not telling you what they are,” says Ralph Ferris, cofounder of and violist in the groundbreaking string quartet **ETHEL**.

Those weapons are of the musical variety, though, which is good news for attendees of the group’s upcoming performance for the **LANE SERIES** at the University of Vermont’s Recital Hall.

ETHEL shatter every preconception of what a string quartet can be. To go against the group as “classical music” would be to miss the point. Ferris’ colleagues are cofounder Dorothy Lawson on cello and Rip Jones and Teresa Webster on violin. Together, they excel in performing music of many genres — jazz, rock, folk, rap — and are more than happy to blend down any barriers between them.

WE WANTED TO BE RELEVANT FROM THE BEGINNING.

RALPH FERRIS

The band’s astounding list of collaborators reflects that passion for opening perceived canonical boundaries. They include David Byrne, Andrew Bird, Joe Jackson, Todd Rundgren and Bang on a Can, as well as musical talents whose names may be less familiar, such as classical pianist Ursula Oppens, Czech avant-garde singer/composer Iva Bittova, and virtuosic violinist Jale Shamschurran. **ETHEL** are not kidding when they speak of “the unifying power of music.”

Ferris, 42, never uses the words “genre” or “ensemble” to refer to **ETHEL**. “We make up a string quartet, but the vibe really is that of a band,” he says, speaking by phone from Manchester. **ETHEL** are known for their improvisational shows and for disregarding the formal distance between performers and listeners.

Despite their nontraditional ways, Ferris says that **ETHEL** have not, to his knowledge, been ostracized by the classical music community. He sees the group’s work as a natural evolution of the form. “Every classical institution is having to reimagine their world now to



keep themselves relevant. ... We didn’t want to start something that we were going to have to change to make ourselves relevant,” Ferris says. “We wanted to be relevant from the beginning.”

ETHEL’s delight in defying convention is part of their appeal for the Lane Series. “**ETHEL** is exactly the kind of ensemble that we’re interested in presenting,” says director **NICHOLE HUBBERT**. “Their instrumentation is that of the

traditional string quartet, their training is classical, and they can play all that music. But they’ve chosen not to go that route.” Hubbert praises not only the group’s unique collaborations but its willingness to incorporate electronic music and effects.

In their Lane Series show, **ETHEL** will perform — for only the fourth time — “Grace,” named for the solo album by the late American singer-songwriter

MUSIC

Jeff Buckley. The centerpiece of the performance, though, is a suite of pieces by Italian composer Ennio Morricone from the 1986 film *The Mission*. Ennio Ferris is surprised by how moved he and his bandmates are when they play this “gorgeous, lyrical” music. “We are just amazed at what the piece has come to mean for us,” he says. “It gives us great joy to ... put forth the spirit of this extraordinary score. I will well up with tears when I’m playing it.”

The program also includes works by Brazilian composer Marcelo Zarvos, American indie-folk artist Mary Ellen Childs and Vermont-born composer Nina Mundy. Mundy suggests “Grace” is “a great way to hear contemporary classical music, which we sometimes think can be dissonant and can make you uncomfortable. This concert is going to be like being bathed in light.”

In one way or another, each of the selections in the program evokes its titular idea. “The concept of grace is a loosely binding element that is expressed in the various pieces in really different ways,” says Ferris. He refers to the “technical grace” of Vijay Iyer’s complex piece “Mutation IV,” as well as to the “joy and joy and love” of Carlo Mendelini’s “Song for Sandra,” which the South African composer wrote for his wife for their 30th wedding anniversary. “We’re not prescribing an interpretation to the audience,” Ferris adds.

Asked about the music he’s been enjoying lately, Ferris lists off a highly eclectic roster: the a cappella ensemble Bunkoff of Youth, Estonian composer Arno Raut, Rush (“There’s no fighter braver than the planet than Rush,” he says) and Air Supply.

Well — Air Supply? The Australian soft-rock duet? Turns out that Ferris is working on a musical based on that group’s oeuvre. The world may not be ready for one, but Ferris and **ETHEL** surely are.

“There’s some sort of holiday in most artistic expression,” Ferris says. “There’s always something of merit, and we’re going to look for that. ... We are obsessed with our listening all the time.”

INFO

ETHEL performs on Friday November 13, 7:30 p.m. at the UVM Recital Hall in Colchester. Pre-performance talk at 6:30 p.m. \$10-\$25. See ethelensemble.com.

Making a Good Entrance: Tara Goreau Creates an Art Portal at City Market

BY KEVIN J. KELLEY



Shopping at Burlington's City Market/Duane River Co-op just got even more unlike anything you're used to at Price Chopper, Hannaford or Shaw's. The entrance to these suburban chain stores are nondescript at best. Member-owned City Market, by contrast, now greets customers with a skillfully executed, vividly colored mural that melds fitting scenes with a stylized Queen Cityscape. Century chairs and a juggle of green and red are included.

The still-seasonal mural that wraps around doors and windows is the work of local artist **TARA GOREAU**. Her mural was chosen from a handful of submissions sent to the co-op last summer in response to a call to artists. Goreau will receive half of the \$10,000 allocated for the project, says co-op marketing manager **ANNE WEINHAGEN**. The prep team that spent days priming and sealing the 35-by-17-foot surface gets the rest, with City Market covering the cost of materials.

The cheerful composition has been eliciting appreciative oohs and aaahs from viewers. Co-op member **OSCARA LORANGE** offers a response echoed by many other shoppers during a recent 15-minute interview. "It's gorgeous," she says. "It's very descriptive of our town."

Leacher's 10-year-old son, **MARY**, is similarly impressed. "There's a lot going on," he observes, pointing in particular to paddleboarders striding along the North Beach shoreline.

Goreau painted with exterior latex and applied a protective coat of varnish. "It's supposed to last 10 years," she says, while taking a break at a nearby outdoor table on a windy afternoon.

The 35-year-old native Vermonter cites **MEDUSA** illustrator **JANE CLARENCE** Ostron and **DAVID RIVERS** as important art-historical influences. More immediate inspiration comes from her father, **PETER GOREAU**, an artist whose "new wave of post-'60s" tall, slender poster relates with a ready smile. Goreau adds that her teachers in high school (**St. Albans Academy**) and college (**Johnson State**, after stints at the University of British Columbia and the Design & Arts College of New Zealand) encouraged her inclination to draw on walls.

Goreau got started as a professional muralist by offering to handily blank walls of Northeast Kingdom businesses at no charge to their owners. **High Mowing Organic Seeds**, a company in Wolcott, and **Peter's Greens**, a Caledonia-based source of organic produce, are consequently graced with early examples of Goreau's art. Visible to many Vermonters are the signage and outdoor scenes she painted last year on the doors of a Jeffersonville home that faces Route 15.

Goreau's City Market mural occupies one of the highest-traffic spots in Vermont's largest city. Its even more of a prime location than the alleyway between Church Street and the Marketplace parking garage, where

Quincy artist **Pierre Hardy** painted a hyperactive mural featuring dozens of local celebrities in 2012. That stretch alone work, titled **"Everyone Loves a Parade!"**, causes many visitors to stop, stare and comment.

Goreau is not wowed by Hardy's display of businesses' logos and licensing sponsors. "Some of us wish a Vermont artist had gotten that job," she says.

But Goreau does acknowledge the strong impact of Hardy's work. "It does what a mural is supposed to do. It gets people looking and talking about what it shows," she says.

Her own mural is casting that same spell. It doesn't have the photographic quality of Hardy's, instead depicting recognizable Burlington locales and vignettes in a spatially mashed-up arrangement. Goreau's populist approach might remind some viewers of the relaxing work of American artist **Red Green**, although Goreau doesn't rely on caricature.

A former in the Intervale locale large in the lower foreground, for example, while tiny joggers and cyclists pass by above her on the water-front hills. Just similarly, the hill rising from the lake to the University of Vermont is much steeper in Goreau's rendering than in reality, but it features several more-urban properly situated landmarks, including the steeple of the College Street Congregational Church. Goreau says that, in the two weeks before fire destroyed the steeple on October 12, she would check the time on its clock while working on the mural.

The exterior artwork will soon be complemented inside the co-op by a set of four fern-and-leaf punch painted by Burlington's **ANNE SCOTT**. "We wanted to engage our members and local artists," City Market's Weinhausen says of the reason for these commissions. Also, "in our travels to other co-ops around the country, we noticed how effectively many of them incorporate art."

Goreau's mural offers an element of historical continuity, too. Weinhausen recalls that a mural of urban scenes covered the wall facing the parking lot of the co-op when it was located on North Wisconsin Avenue in the 1990s. ☐

INFO

To see more artwork by Tara Goreau, visit artcitymarket.org

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STATEofTHEarts

Theatre Kavanah Foregrounds Racism and the Legacy of Anne Frank in a New Work

BY PAMELA POLSTON

Burlington's THEATRE KAVANAH launched just last fall with the mission of sharing stories about the Jewish experience. Founded by **DAVID HYMAN** and **DAVID KAVANAH**, the company began by producing a staged reading based on Chaim Potok's novel *The Chosen*. This year, one of its new works is closer to home: *Anne's Journal*, by St. Albans author **ANNE KIPP**.

Kipp has just finished her first novel, *Thirty Seven*, has already produced works of nonfiction, theatrical scripts and screenplays, and teaches writing at a women's prison. *Anne's Journal* was written as a screenplay—and Kipp, 35, says she'd like to make the film someday—but for now, Hyman has adapted it for a staged reading for a whopping 38 actors. Theatre Kavanah will perform it this week, Thursday through Sunday.

And "perfect" is as apt word, Kipp says: the theatrical presentation will be much more than actors just reading from a script. "Weird has done an incredible job," she says. "There are incredible like 70 scenes. We've changed some of it, but she's tried to retain the cinematic quality."

Kipp actually finished *Anne's Journal* in September 2005—just before 9/11. She put it aside, busy with her children and community work. But in that past year she learned the word to include the terrorist attack in New York City. "It changed," Kipp says. "A lot of it is about identity—how we identify ourselves



and each other. And how does identity tie in to sport and bring us together?"

The story which Kipp says has "a bit of magic realism," is set in a fictional town in Vermont and features a "white rural girl having a relationship with a black boy." But there's a "whole Holocaust connection," she explains. Kipp says she did a lot of research on Anne Frank and notes that her body was never found. Could Anne's grandmother, living quietly in Vermont, actually be an older version of the German-born Jewish girl made famous by her diaries left behind in Amsterdam? "I leave it to the reader to decide if she's grandmother is or isn't Anne Frank," says Kipp. "But everything is based on fact."

Other, more personal facts influenced Kipp's story. She notes that Jews make up only about 2 percent of the U.S. population, and the percentage in Vermont is a

much smaller. "Many people don't know anything about Jews and have never met one," she says. One scene in the play has a black woman going through a store checkout and receiving different treatment from the cashier than do the white customers. "But that happened to me about 20 years ago, when a cashier asked my daughter, who was very small, whether she was getting ready for Christmas," Kipp recalls. "My daughter very sweetly said, 'Oh, no, we celebrate Hanukkah.' The woman stopped talking. She just didn't know what to do."

Kipp's creative output is not all serious; she has performed as a stand-up comedian. But she's fallen out of it because, she says, "I'm not a night person or a bar person." She quips, "I was just talking as an elderly mom about doing it at a senior living home."

For now, Kipp is focusing on getting her debut novel out in the world—*Thirty Seven* is also about a woman searching for identity—with a lot of connections to 1937; she says—and, of course, seeing *Anne's Journal* through its first public readings. ☐

INFO

Anne's Journal written by Anne Kipp, directed by David Kavanah, produced by Theatre Kavanah, November 14 to 17, Thursday, Saturday and Sunday at 7:30 p.m. Friday and Sunday at 2 p.m. at Mount St. Lawrence Woodstock Theatre in Woodstock, \$20 to \$25. theatrekavanah.org

ALL FIRED UP

If you took in the "Chihuly: Utterly Disobedient" exhibit at the Montreal Museum of Fine Arts this year and are still peering over the top of the Chihuly glass artist makes his interactive, enormous works you can get a little sample this Friday. And walk away with a piece of your own. Burlington's **ASHLEY WARD**, co-director of **RECHARGE** and **THE CHIHULY**, are throwing open their Fine Arts studio to the public for an interactive demonstration of techniques that Chihuly used "but on a smaller scale."

The interactive part? "Visitors can participate in choosing the color combinations, shapes and patterns" of their ornament, says Chihuly.



and then use it blows in the spot, in addition to American glassblowers. **GLASS CONCEPTS**, **RECHARGE** and **SARINBA SALER** will join the kids. Were told that the glass will be taking a break from blowing 2000 degrees molten glass to piece five outside the studio at 4 p.m.

Back inside, Swedish-born Chihuly will also demonstrate how

she sketches images onto glass. "Recharge" and "pieces" glass letters. She says visitors can try their hand at pressing glass stamps.

Oh, and Dore Chihuly herself'll be there—in a 10-minute video showing the master and his team in action.

Sounds like a hot night in the South End.

PAMELA POLSTON

INFO

AD David Marks does Thursday 10 p.m. November 12, 10 p.m. to 11 p.m. www.glass.com. The AD Pop-Up Store will open for the week on Saturday, November 18, 10 a.m. to 4 p.m. at the College Street in Burlington, with coffee and pastries. The temporary venue will offer glass works, photographs by Doug Collins and pastries by Ann Cavallone's Dwell.

Vermont Choreographers Bring a Dose of Darkness and Light to FlynnSpace

BY MEGAN JAMES

It would be difficult to find a pair of more disparate performances than the two works that make up *Antagony Level Company*, a dance-theater event coming to Burlington's *FlynnSpace* this Thursday and Friday.

Half the evening belongs to **PAUL BESAM**, associate professor and dance co-ordinator at the University of Vermont, who has created a dark, slow-moving meditation on the Korean War. The other half is a slapstick comedic romp featuring a Russian figure skater, a pair of incompetent dancers and scenes from the American Museum of Natural History, all sprouted from the mind of Vermont choreographer **SELWYN COLLEMAN**.

"We're both taking divergent approaches to dance theater," says Besam. The works may seem wildly different, but presented side by side, he adds, "Who's to say if they aren't related?"

Besam's "Monsters at the Gate" is a nonlinear interpretation of two war stories — Bernard Brecht's *Mother Courage and Her Children*, written in response to the start of World War II and set during the Thirty Years War, and Korean writer Park Wan-bu's *Monsters at the Gate*, written about his experience during the Korean War.

Both stories explore themes of mothers and daughters, war and survival. "It was really surprising how closely related they are," says Besam's wife, **CECILE WILSON**, who is performing at *FlynnSpace* with the works offer different perspectives. "Brecht is political, Park is as personal," says Besam. "It's really her life story."

"Monsters at the Gate" was created collaboratively with the dance collective *Agnes Tula*, which includes Korean dancer Hanae Jung, American actress Sarah Wiggins and American costume designer Leona Walden. An electronic score by local composers **ALIC JAHN** and **YUSUKE KOGA** will be enhanced at the performance by live percussion and singing by Korean musician Min Jung Kim.

Besam handed the idea for the work whole on a subliminal with his family in Seoul last spring. The movement in the piece is inspired by the influence by sulpot, a traditional Korean dance marked by soft, slow fluid movements that Besam studied while abroad. And the text is bilingual — Kim speaks exclusively in Korean, Wiggins in English.

"Even if you speak neither of the languages, what happens creates images you can respond to," says Wilson, who



Monsters at the Gate?



COLLEMAN

designed original costumes from found materials, including authentic Korean military jackets from the Korean War era.

After Besam's crew has worked the *FlynnSpace* audience into a meditative state, Coleman plans to rile them up with a trio of comedic duets performed by local dancers **CLARE RHANE** and **JAMES MOORE**.

Colman's portion of the evening, called "Deliberate," features three mini-comedies. "They Can't" is a slapstick piece in which two dancers attempt to put on a performance but are thwarted at every step. "They are enter, the music isn't right, they don't really know their lines," says Colman.

"Pais," another duet starring Byrne

and Moore, features a duo of ice skaters — one stereotypical Cold War era Russian and one American — performing for the first time at a charitable event. Expect hilarious snafus and silly accents. "It's not subtle in its comedic conventions," says Colman.

In the third and final segment, Brooklyn-based performer Paul Senecy joins Coleman onstage in a new duet inspired by the American Museum of Natural History in New York City. The piece is part of a larger body of work Colman has been creating about the Hall of North American Mammals. That work, says Colman, "is kind of awkwardly evolving for me." Another comedy, this piece features Besam and his wife, who also is a dancer and a singer, respectively.

"It's a huge experience," says Colman, who is excited to see how her and Besam's works are received together. "It might be a really wonderful experience. It might be really dejected."

Either way, it is sure to be an unusual and enlightening night. ☺

INFO

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BRIEF HISTORIES OF EVERYDAY OBJECTS

By Andy Warner

#5: Kitty Litter

It was a cold Michigan January in 1947, and Kay Draper had a problem. The sand she'd been using in her cat box had frozen solid. Draper tried filling the box with ashes instead.



The results were less than ideal.

Her next door neighbor, Edward Lowe, was having frustrations of his own. He'd been trying to sell clay pellets as nesting material for hens, and the farmers weren't buying.



Draper told Lowe about her cat box problems.



The clay pellets were absorbent and deodorizing. Draper and her cat were immediate fans.



Lowe knew he was onto something, but local stores were skeptical that his hand-lettered 5 pound bags filled with clay pellets would sell.



It caught on. And then some.



Kitty litter sales took off like a rocket. Now that cats didn't track ash and poop all around the house they became hugely popular house pets.



-end-



ANDY WARNER

CHARACTERISTICS BY GORE, HIS CORPUS FROM THE DEEP, AND PANELED BY GORE



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*Example premium rate is based on an H/P Standard Receipt Plan for a single individual in "normal" with an annual taxable income of \$5,650. Individual premium rates may vary.

Printed on 5/3/2013

Dear Cecil,
Has anyone ever made cheese out of human breast milk? I live in southern Italy, where they make cheese out of everything else. Additionally, has there ever been a culture that thought of breast milk as a delicacy? I'm not speaking of fetichists or babies, I'm looking at something akin to a chilled glass of latte or a meal with one's meal. It's not something I'd do personally, but then again I think Guaraná's pretty disgusting, too.

C.J. Conroy

To be honest, C.J., my first thought was: This is what comes of giving internet access to neofascists, blowers, being the crux of the human condition that I am, I had this conundrum: a quick reconnaissance. Reviewing the result, all I can say is words matter. So here you go. You think Guaraná's disgusting? Ha.

Human cheese can and has been done. In 2000, for example, New York chef and restaurateur Daniel Angerer infamously created small amounts of cheese from excess breast milk produced by his wife and the health department ordered him to cease and desist. One food critic described it as "quite bland, slightly over-salty" — it's the unexpected nature that's so off-putting (though strangely soft, buoyant, like [the packing-like Italian dessert] pasta cotta). The milk donor himself thought the cheese wasn't bad, claiming it paired well with a risotto.

So why stop at cheese? Breast milk has abundant uses. To start with the obvious, you can

drink it. The recent legend known as "The Roman Cheese" tells of a man named Cinco, sentenced to die of starvation in prison but kept alive by his daughter, who breastfed him during visits. (This scene became a personal favorite of Benque posters the sevens.) After they're caught in the act, the father is released in tribute to the daughter's selflessness. The same trope appears at the end of Stanek's *Crimes of Youth*, when Jack's daughter Rose of Sharon, her baby stillborn, offers her breast to a starving stranger.

One past July, the BBC ran reports from China about wealthy donors paying wet nurses \$1500 a month to supply them with fresh product, either via pumping or straight from the top. One blogger told us sex parties for some Communist Party members where drinking breast milk direct from nursing mothers was one of the licks.

Urban legend? Maybe. However, pumping an online breast-milk exchange called Only the Best, we find more than 100 classifieds under "Men buying breast milk." Sample "Attractive professional male 30yo looking for VERY fresh, warm soft on demand or frozen Miss-ers for health benefits and stress relief." Bid price: \$100 a session. My advice: Hold out for two good a month.

In 2011 the Incarcerates, a determinedly 100-percent London sex-craze party typical offerings a "Sex Booth" window



looked with "natural stimulation" and served by a "nurse," a hoodie-clad people made from chocolate and, allegedly, body water) began offering a breast-milk-based dessert named "Baby Gags" (later "Baby Goggles," following contact from Lady Gaga's lawyer) at about \$24 a pop.

The foodstuffs came from more than a dozen women selling their milk at more than \$300 per gallon, with one Victoria High of Leeds providing the inaugural 30 fluid ounces — enough to make 30 very small servings. A reviewer from the Guardian said the staff tasted like "regular vanilla ice-cream,

with the mouth-coating back taste kicks in — like a thin, more garish, dairy."

Thinking we should see what the fuss was about, I asked my contacts Lisa and Fern if they felt equipped to contribute. They demurred, instead volunteering to stop in at the Incarcerates on an upcoming field trip to London. After enduring a two-hour man ride, closed tube stations, a thousand neon signs, and other

misadventures, the women arrived at Covent Garden only to be told the shop had shut its doors. Vainly attempting to contact the proprietors by phone, they at length discovered the store's blog, last updated in July 2012. Avel runs about the freshly fenced site, they read that customers now had to wait the Incarcerates' retail operation the way of the emperor.

Maybe it's just as well. While I acknowledge Avela appears has survived OK on the staff without regulatory oversight, the fact remains that consuming breast milk from an unknown source can be hazardous. A 2010 Stanford University study found one in 30 potential milk donors were rejected after testing positive for syphilis, HIV, hepatitis B, hepatitis C or human T-cell lymphotropic virus.

If you have a safe source and want to make breast-milk cheese yourself, be advised that you'll need to use sweet rather than sour cream (which, rather, causes clumping), and, since breast milk doesn't coagulate the same way cow's milk does, Chef Angerer has posted his recipe on his blog and if one of the *Treening Millions* would like to give it a shot, let us know here it comes out. Just don't send us any of the milk.

INFO

If there's something you need to get straight, Cecil Adams can deliver the Straight Dope on any topic. Write Cecil Adams at the Chicago Reader, 73 E. Wacker Dr., Chicago, IL 60601 or cecil@straight.com.

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Harper Visits Vermont

The late-afternoon call came in from Myrtle's Car Rental as the Shelburne Road rotary Myrtle is one of the local businesses — a small group mostly composed of restaurants and bars — that contact me first when they have a customer in need of a cab, and I love them for it.

"Suzanne, I have a couple going to the airport," said kindly the manager. "Are you available?"

"I'm on my way," I replied. "Thanks for the call, Halcy!"

Approaching rock home, the rotary was a tangled mess, big surprise. Five distinct roads find into the dirt thing. There is a plan to convert it into a roundabout — which, if traffic studies are to be believed, should help immensely. Two things to consider, however. First, this project has been on the drawing board for the better part of a decade, so I'm not holding my breath in anticipation of the green-lighting. Second, when construction finally does get under way, get ready for a gridlock nightmare at "The Willing Dead" preparation.

I pulled into Myrtle's small parking lot, and a young woman immediately approached me. She said, "Last-minute emergency, I'm afraid. Sorry to hold you up."

I glanced over at one of the parked rental cars to see an equally young man leaning into the open rear door. I quickly assumed that he was changing the diaper of their baby.

"Better now than on the plane, right?" I said, chuckling. "Of course, it'll probably happen on the air, as well."

"Ohh, yeah," she said, with the proud recognition of a young mother. As Suzanne finished up, I stepped over to check out the baby, a chubby-cheeked

cutie. "She's a little doll," I said. "What'd you name her?"

"Harper," the man replied, lifting his daughter and carrying her over to the car seat, which Moon had just finished installing in the rear of my taxi. These two operated their very own little old-cad machine.

"Oh, that's like cool," I said. "Anything to do with the Paul Newman movie of that name?"

"No, I've never even heard of it," the dad answered. "Have you, honey?"

"I don't think so," she said. "It's actually an old family name."

"Well, in the '60s, Paul Newman made a series of movies all beginning with the letter H. I think was *The Hustler*, that Harper and I think a fourth one whose name I can't remember."

I forget sometimes. The 1960s were a very long time ago. I am fast approaching octogen status, hence my antiquated frame of reference. My twenty-something customers just smiled at me graciously.

"So, you father something up a Vermont vacation?" I asked as we crept up Lodge Road, the steep cut-over to Prospect Street.

"Yeah, we had a great time," the man replied. He was sitting next to me, while in the back his wife tended to little Harper, who was coming every five seconds to see his new life in his new car, but we're from western Pennsylvania. And we both attended York College."

"York College — yeah, I heard of it. Is that where you grew up?"

"No, we went to high school together."

"I love it — high school sweethearts!"

"Not quite," and the woman, jumping in. "We love you together at college. That's what to look up back in high school, but I was having none of it."

MAYBE IT SOUNDS SELFISH ... BUT I WANT TO MAINTAIN THE QUALITY OF OUR IMMIGRANT STOCK.

Todd laughed, saying, "I want you down, honey. Persistence pays off!"

"So what are you doing for work, Todd?"

"I'm a lawyer."

"What kind of law do you practice?"

"For working for a large insurance firm specializing in corporate securities."

"Sounds boring and lucrative," I joked. "Sounds really right — it is both boring and lucrative. And the hours are totally crazy. I graduated law school with a mountain of debt, so I am grateful to have a good job. It's been enough for law school graduates for a number of years now. But I hope to get out of the firm after I pay down a chunk of these loans."

"So what are your career aspirations? Some kind of public service role? Please don't tell me you're one of those do-gooders."

"That's what I hope to be," Todd replied, chuckling. "He, for, both low on a job here and wouldn't mind moving to the area. What do you think?"

I paused before replying. I play second fiddle to no one in my appreciation of Vermont, and perhaps the cause of that, I've hesitated to fill the place up with anybody. Maybe it sounds selfish, but I want to maintain the quality of our immigrant stock. On reflection, these people seemed great, so I let it slip.

"Well, I'll tell you this. I don't think there's a better place to raise a family, and at least in the Burlington area, the economy is performing nicely. You sure there's

opportunity for lawyers. I don't think the salary approach what you can make in the big cities, but quality of life, baby — it can't be beat."

"Thanks for that assessment!" Todd said. "I think we're really going to explore the options here when I'm ready to leave the law firm."

We passed Al's French Fry's. Right here, a few months ago, I got a ticket for "unsafe driving" when, apparently, I cut it too close taking the diagonal left onto White Street. This was my first moving violation in more than a dozen years, and I requested a hearing. I have no legitimate excuse. I'm just going to shrive myself — promise if necessary — on the mercy of the court.

"Did you get up into the mountains during your stay?" I asked. "Did you visit Stone?"

"No, we didn't get the chance," the woman replied. "Maybe next time. We did tour Shelburne Farms. That property was, like, amazing."

"Wow, that's great. I love that place. It's like a window back in time. You know — to simpler, happier days, when we all had dreams of servants attending to our every need and desire."

The couple laughed. Harper did, too, though I got the feeling she didn't fully appreciate the very subtlety of my humor. ☺

INFO

HACKIE is a free monthly column that can also be read at vermontnow.com. Tom's & Jeremiah Portant are www.hackieforvermont.com.

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What's Up, Doc?

Why more Vermont physicians are making the switch to "concierge" practices

BY KEN PICARD

Michael Sakash admits he's not the kind of patient who gets in and out of a doctor's office in 15 minutes. The 63-year-old Stoneham resident has a long and complex medical history that includes diabetes, diverticulitis, depression and substance abuse issues. Then, in July 2012, Sakash suffered a stroke, which left him unable to walk.

A few months ago, Sakash was notified by his primary care physician of more than 30 years, Dr. David Ribbas of Stowe, that he was switching to a "concierge" practice. For the patients who choose to enroll, Ribbas now charges an annual fee of \$1,900, for which they receive 16-hour-a-day access to their doctor. To give patients his cellphone number, accommodate them with same-day appointments and make house calls.

Office visits are less rushed and more comprehensive — an annual physical can take two hours — with strictly no time spent in a waiting room. And, regardless of the medical reason for it, every office visit costs just \$25. Despite the annual fee, which isn't covered by his insurance policy through Blue Cross Blue Shield of Vermont, Sakash says he'd never consider looking for a different doctor.

"Dr. Ribbas knows my background," he says. "It'll take 20 minutes, but he'll give me 30 because he won't leave until he's done."

To some, the terms "concierge" "fee-for-service" or "retainer" medicine connote an exclusivity of high-end practitioners who cater exclusively to rich stars and Park Avenue households. But though Ribbas resides in the Stone area, he's no member of the 1 percent. A former school bus driver of 11 years, he was working in the maintenance department of a maple syrup processing plant in Barre when his stroke occurred. He now goes by — and pays Ribbas's annual fee — on his disability checks.

For Ribbas, the son of a seventh-generation Windfall dairy farmer, the motivations for switching to a concierge practice a month ago were only partly financial.

"My 40-year-old family practitioner says he can drive many by a dozen to my place," "autismism" is a physician and got back to the basics of why he got into medicine 27 years ago.

"I do house calls, I deliver babies, I go to the hospital and the nursing home," explains Ribbas, who's also the medical director of a long-term nursing facility in Montpelier. He waives his annual fee for



Dr. Alicia Cunningham

most of his elderly patients and allows others to pay in installments. "This is what I call a modern medical practice with a lot of old-fashioned notions."

Ribbas is hardly alone in this desire. Increasingly, Vermont's independent physicians say it's never been harder for them to make a living. Faced with declining visits between 10 and 20, rising overhead costs, and excessive time spent filing out paperwork and obtaining insurance company pre-authorizations — not to mention the confusion and uncertainty of the shift to a more contained insurance system — many say they face a difficult dilemma: either join a large, hospital-affiliated medical practice and become salaried employees, or leave Vermont to practice in another state where they can make more money.

Increasingly, more doctors have chosen the former. Five decade ago about half of all primary care practices in Vermont were independently owned. That's according to Dr. Paul Reiss, president of a Vermont-based association. He'd first that begins to get independent physicians better news on their independence movement, equipment and connects with the state. Today Reiss says that figure has dropped to a third.

But some doctors, like Ribbas, have found an alternative third option. Set up a concierge practice, which dramatically reduces their "panel" or caseload, from several thousand patients to several hundred. By charging each individual an hourly or annual fee, practitioners are free to spend more time as doctors and less as bookkeepers.

"I just really like the flexibility of getting back to the one-on-one doctor-patient relationship. It feels really good," Ribbas adds. "And I feel pretty confident in saying that these practices are going to pop up right and left now."

Dr. Alicia Cunningham agrees. The 26-year-old primary care physician in South Burlington left a Fletcher Allen-owned group practice in February to set up her own concierge practice, which she refers to as "direct primary care." Previously, Cunningham says she was spending more than half her time dealing with "paperwork, bureaucracy and mandates ... time I could have spent caring for people."

Since then, Cunningham has reduced her panel of patients from 2000 to 400, a limit she's fast approaching after advertising her new concierge practice extensively in the Chittenden County market. As she puts it, "You cannot have a personal relationship and be on call for 2000 patients."

"I enjoy caring for my patients, which means being available to them and on call when they're in trouble or have questions, and I don't want them to be limited to a 15-minute visit," she adds. Cunningham keeps her schedule open to see patients in her office the same day they call, and to answer their e-mails, texts and phone calls.

As with most concierge practices, Cunningham's patients still need insurance to cover their other medical expenses, such as lab work, ER visits, prescriptions and hospital stays. But with all the extra time in her schedule, she's now free to provide more hands-on care to her patients in hospitals, rehab centers, nursing homes and assisted living facilities. As she puts it, "I wanted to get back to the way medicine should be practiced."

Good for the Few but Not the Many?

Plenty of doctors and patients would likely sign up to providing more personalized care. But critics worry that the growing popularity of concierge medicine will



women Vermont's already existing shortage of primary care physicians. The state has been struggling to recruit enough doctors to meet the growing demand.

Dr. Paul Hittingman, president of the Vermont Medical Society, says Vermont currently has just 600 primary care docs, a shortage of 25. That shortfall is expected to rise to 63 doctors by 2015, he adds, due to Vermont's aging population and a projected 18 percent increase in new patients who will gain coverage under the Affordable Care Act. To date, the Green Mountains Care Model, which centers itself with accessibility, has yet to take a formal position on the issue, or make it an agenda item at one of its meetings.

Because concierge medicine is so new in Vermont, Hittingman doesn't even know how many doctors have switched to it. As for its part, the Vermont Medical Society has not yet taken an official stance on the model. Local concierge docs estimate that numbers in Vermont are fewer than in a dozen. A 2010 congressional commission estimated to study issues of access for Medicare patients put the figure at 756 nationwide, a threefold increase in five years.

Kevin Goldard, vice president of



Dr. David Bickmore, a nurse practitioner, is at his office.

I DO HOUSE CALLS, I DELIVER BABIES,
I GO TO THE HOSPITAL AND THE NURSING HOME.
THIS IS WHAT I CALL A MODERN MEDICAL PRACTICE
WITH A LOT OF OLD-FASHIONED NOTIONS.

DR. DAVID BICKMORE

external affairs and sales for Blue Cross (Blue Shield of Vermont), says the pay is still out on whether concierge medicine is good for Vermont—or his company.

"It's an evolving thing for us because it's so new, we're still trying to understand the implications for our members," Gaddard says. "If it were to suddenly have access to primary care for a large part of the population, that would be a concern." Even Bess, who advocates for independent physicians, says there are "definitely downsides" to the concierge model, in that those doctors "have fewer patients and there aren't nearly enough primary care doctors out there."

Bess emphasizes that he doesn't fault individual physicians for their decisions to switch, noting that they shouldn't have to

"overextend the resources" to provide access to the entire community. Now the less, he says, "We should take it as a red flag that the system needs to be fixed so that this primary care doctors can have a reasonably healthy lifestyle of their own."

Because concierge doctors are few and far between in Vermont, the model has few vocal critics here. But one diatribe at the national level includes the powerful American Medical Association. In its anti-concierge policy on the practice, the AMA states that, while such practices are part of the "physician in the delivery and financing of health care," they also raise "ethical concerns that warrant careful attention," including issues of patient access.

One survey cited on the AMA Journal of Ethics website notes that concierge

practices typically retain only 12 percent of their former patients and tend to care for fewer African Americans, Latinos and Medicaid ones. They also tend to treat fewer patients with complex medical histories, including diabetes.

Local concierge doctors such as Cunningham say they're creating a brand demographic of patients and medical conditions. Equally important, she says they're doing something the Affordable Care Act, and the insurance companies, have yet to accomplish: They're increasing the quality of care their patients receive while simultaneously controlling costs.

"Many patients pay a lot of money for insurance and if they don't meet their deductible, they get nothing in return," she says. "My patients receive high-quality convenient care from their physician who is available 24/7, all for a reasonable cost. Given the time I spend with patients, I can use the time in my office by reducing medications, specialist appointments, emergency-room visits and hospital stays, making the overall cost even lower."

Stopping the Assembly Line

One of the first concierge practices in Vermont was not in Chittenden County but in Rutland. Dr. Seth Combs and his partner, Dr. Bruce Radloff, made the switch two years ago to turn off the "conveyor belt" of patients.

"In the traditional model, where assembly is king, basically all your systems are developed to create an assembly line, where you're going from one exam room to another trying to get in and out in 15 minutes," he says. "Now time has to be spent making money and the only way you make money in primary care is seeing patients."

Combs also realized that he was also caring his patients, and insurance companies, money. Combs says that Blue Cross (Blue Shield of Vermont) has done enough analysis of doctors around the state to confirm that Combs is more likely than most to prescribe painkillers and to be more selective about the tests he orders.

Combs also says he's more likely to treat patients in his office, or over the phone, than he was two years ago. For example, he can view photos of a patient's rash inside his office, then call in a prescription to a pharmacy, saving his patients time and money.

Likewise, he's also more likely to treat patients in his office for more serious complaints rather than instantly sending them to the emergency room. "I now have the time to explain to someone why they don't need a CT scan for their headache."

Combs' findings are more than anecdotal. A five-year study of "personalized preventive care," published last year in the *American Journal of Managed Care* found significant reductions in patient hospitalizations, elective and non-elective surgeries, and unscheduled admissions. For some patients, especially those on Medicare, the rates were nearly 80 percent lower than those not receiving "managed care."

Despite such apparent cost benefits, Combs reports that some insurance companies, including Cigna and United Healthcare, had "extremely negative" reactions when he changed to a concierge practice. He says Blue Cross (Blue Shield) is now reimbursing him one-third less than it was previously. Only MVP Health Care of Vermont, he says, seemed unconcerned about the change. (Name your phone calls to MVP were not returned.)

Goodard acknowledges that Blue Cross (Blue Shield of Vermont) reduced some of its reimbursement rates for concierge doctors. He notes, however, that while the company initially declined to list them as "preferred providers," it has since reversed that decision. Those practices are now included in its Vermont network as a "pivot" base.

For his part, Combs says he cannot understand why insurance companies would object.

"Medicine was looking for a means to deliver concierge medicine when it first came out about 12 years ago, but they're much more wary to it now," he says. "I'm sure the other players will be, too. They just don't have the data yet to show the benefits."

Finally, with patients enjoying 24-hour access to their doctors and their cellphone numbers, one might assume that some patients would share that privilege. Not so, report Bess, Cunningham and Combs. Equally important, they all say they've never been "bribe" in doctors, which means they're more likely to stay in medicine, and in Vermont.

Nates Bess, who's 88, "I don't plan to retire at 65, because I just love what I do." ☐

Ken Pridemore/kp@vermontjournal.com



Seven Days, Four Navigators

One small-business owner's search for the ideal insurance plan

BY PAULA HIGHTLY

Oh, business can't come soon enough for Megan James. Our associate arts editor is pregnant, her baby's due in May and under Vermont's new health care plan, the birth could cost her as little as \$500 instead of \$2500 — the deductible for an individual on our current plan. Almost every one of her pregnant predecessors at Seven Days has paid \$5000 — the family deductible — for the pricey privilege of reproducing.

Delivering a new way to purchase health insurance is proving to be painful indeed. Talk about complications! Six opening weeks after the nationwide launch of the health care exchange, the town of the *Affordable Care Act* hasn't yet to emerge. Closer to home, the Vermont Health Connect website — on which *Seven Days* and other Vermont small-business employees were supposed to be able to shop for health care — has been plagued by problems since it went live on October 1.

As a result, we're in health care limbo. Like many other companies too small to engage a full-time HR person, *Seven Days* finds itself caught between the hell of a mandate we can't carry out and the vague promises of more choice now and "single payer someday."

Most vexing: We can go on the Vermont Health Connect website and register our employees, along with the amount we're contributing toward their monthly premiums — as we'd be told. But the website won't let employees complete any part of the process. They can't log on, companies they among the 14 plans and buy one.

No click, no coverage.

In a meeting at our office last Thursday Jessica Holcomb, an "exchange specialist" from Blue Cross Blue Shield, told us that, to her knowledge, no one has successfully completed the employee portion of the online sign-up.

Admiring that major mis-



ary Peter Shumlin recently announced the small-business enrollment deadline would be extended three months, to March 31, 2014. Companies like *Seven Days* now have four choices. We can hold out

hope that the exchange will be functional in time to get our employees enrolled for the first of the year. We can hang on to our current health care plan for three more months, which puts off the pain

but also subjects us to the potential HR nightmares of a mid-year changeover.

Or, many of us must. We can ask someone like Holcomb to help us pick one of the new plans and sign all qualifying *Seven Days*ers up for a "Thank you instead of having the 'KAYAK.com' experience of customizing their health care adventures, as the president pushed it, our employees would be on the same plane for a group trip booked by a travel agent."

If we pick none of the above, Blue Cross will assign us a plan that most closely resembles the one we currently have.

**DELIVERING A NEW WAY
TO PURCHASE HEALTH
INSURANCE
IS PROVING TO BE
PAINFUL INDEED.**

All summer long, I tried to ignore the mounting hysteria about Vermont's health-care exchange, dismissing countless email queries to info sessions and webinars. I just didn't have the bandwidth to dig in and figure out if it could really be worse, as some business owners were saying, than what we have had for years: a plan with ever-escalating premiums announced too late in the year to shop around for another one.

I was hoping some other CEO — one with more time and stronger opinions about health care — would fight the good fight and all of us small-business owners would benefit from his or her carefully considered analysis and conclusions.

But no pearls of wisdom were unearthed, and the argument devolved — unhelpfully — along political lines. In August, I learned the two employees charged with researching our options were getting really anxious

about it. Everybody else in the company too, was starting to fret over what we intended to do.

Then came Ken French's September 18 cover story, which looked at how the exchange would affect the health care of the different Vermonters. It was a crash course for Ken. Reading the article had the same effect on me. In the process of papering Ken with questions I learned about schedules, deductibles and out-of-pocket maximums, standard and "nonstandard" plans, and just before they were to disappear, the differences among Catastrophic, VHAP and Medicaid.

I came away thinking: *How hard can it be to figure this thing out?*

Hard enough that it took four "conversations" to lead me to a place that looks a lot like where we came from. Of course we'd continue to insure our full-time employees — on average, they earn too much to qualify for subsidies — and we'd pay the same amount toward premiums as last year.

But what about the health savings accounts to which we contribute as part of our current coverage? Not all the new plans have them. We'd start "health reimbursement accounts" instead. They're not pre-tax cash in the bank but a promise to pay an employer's medical expenses up to a certain amount.

Similar concepts, different names. No navigators on an island last Friday to help me and seven Days business manager Cheryl French explore the windy wilds of Vermont Health Connect. Holcomb expressed confidence that we could at least get the company's 10 qualifying employees registered on the website. Then, in the event the exchange starts working before the end of November, they can buy into Obamacare as it was originally envisioned.

We were ready to do our part. After clicking on the "start here" bar for employees, we got a happy message. Since we didn't have one yet, we pushed "register," which presented a form that looked as if it was designed for an individual. Call No 1 to the help line reassured us to keep going.

Cheryl filed in some of her personal information, and more still as part of the identity verification and security

processes. She had remembered her birth date, Social Security number, address, childhood street name, the town in which she got engaged and the name of the hospital where her eldest child was born before the computer abruptly announced: "An unexpected error occurred. Please contact administrator."

Call No 3 to the help line instructed us to close out of the web browser and log in again. But the website didn't recognize either the login or password we had just set up. The guy on the phone told Cheryl he'd refer the problem to the IT department and to expect either an email or a call. He didn't say when.

Three days later, we still sit waiting. So what are we going to do as a company?

The reason we sat with Holcomb was to learn more about his health reimbursement accounts, or HRAs, which are harder to budget for than health savings accounts. If all of our employees use the accounts, amount *three Days* promises each of them, we'll spend twice as much as we did last year on their HRAs.

No less a gaffe as the health plan themselves, mine of which Holcomb went over to great detail — down to the double asterisks. Cheryl observed that they aren't really much different from each other in terms of the total cash outlay. You can save money paying a lower premium — unless you get sick, or hurt. The high-potential plan takes your money up front.

But there's still no beating the bushes. Holcomb directed us to a plan — the nonstandard "Gold" — then onto about the same as our current one but covers more preventive care. The amount of the deductible will equal the value of the HRAs we plan to set up. An individual employee could potentially rack up another \$10,000 in medical expenses after that, but only in a slow drip of accumulated co-pays. It's \$30 for a primary care doc or therapist, \$50 for a specialist, \$150 for an emergency room visit, \$100 for a hospital stay, no matter how long. Many's baby should cost her no more than that.

If we never hear back from Holcomb's team, we're all going for the Gold. ☐

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DIY Health Care

Logic Supply could save thousands by ditching its insurance company

BY KATHRYN FLAGG

Thirty-seven percent. That's how much Logic Supply, a computer manufacturer based in South Burlington, plans to save on health insurance next year.

It's a strikingly different narrative than the doom-and-gloom story playing out for other employers. No health exchange rates to navigate. No benefit changes to parse. That's because Logic Supply is choosing an unusual path for a company as tiny as it's "self-insuring," which means Logic Supply and its employees, instead of a traditional insurance company, will pay the health care expenses of the 46 full-time employees.

"Personally, I will save \$16k a month" on premiums, says Logic Supply human resources director Mark Heyman, who insures himself and his family through Logic. A rare nice increase would have been a pleasant surprise in the world of

I SUPPORT THE HEALTH CARE REFORM, BUT WE DON'T HAVE TO DEAL WITH THE TECHNICAL PROBLEMS. I GET TO HAVE MY CAKE AND EAT IT, TOO.

MARK HEYMAN

health insurance, Heyman says. Thirty-seven percent is practically unheard-of.

Not having to purchase insurance through an outside firm will save Logic Supply — a company that shares profits with workers — \$100,000 next year. Benefits will largely stay the same, and where they change, they'll change for the better, company officials say. Employer contributions to employee health savings accounts will double. What's left will go straight to Logic Supply's bottom line.

Self-insuring isn't a revolutionary concept. Nor is it particularly unusual for larger companies. According to the Self-Insurance Institute of America, an estimated 50 million workers and their families receive benefits through self-insured group health plans sponsored by their employers.

In fact, many of those employers may not even realize that their companies



Mark Heyman

self-insure. The plans and benefits are often administered by other insurance companies — Cigna, in Logic Supply's case — and clearly resemble plans in the traditional insurance marketplace. Logic Supply's broker, Tim Cope of Fletcher Jacobs Group, says employees often don't even know claims get paid, just that they do.

But the concept of self-insurance is making headlines now, in some politeness — notably former New York governor George Pataki — labeled it an "escape hatch" from Obamacare. Pataki, in an op-ed

published in the New York Post last week, called out the White House for "leading the charge to close what is called the 'self-insurance loophole.'"

"The administration and its allies fear that the many people gravitate toward the successful, free-market self-insurance approach, the worse their government-engineered health reforms," will backfire, Pataki wrote.

If Logic Supply hadn't chosen to go self-insured next year, the company's employees would have purchased insurance

on the Vermont Health Connect exchange, as mandated by state law. Heyman says his firm's choice wasn't motivated by an urge to dodge Obamacare or the Vermont exchange (that after recent headlines about website glitches, he says he's glad he's in a position to say, "I support the health care reform, but we don't have to deal with the technical problems. I get to have my cake and eat it, too").

Logic Supply operates from a space gray cube of a building, built in 1987, off a main street. It is set to break ground on an addition that will more than double the company's space next spring. Logic Supply manufactures rugged computers for harsh environments — think dairy freezer vans, mining machinery and seagoing vessels. The company grew rapidly from three employees in 2004 to 46 as of last week. By February, when a few more vacant positions are filled, it should reach 50. Heyman predicts.

How will self-insurance work? The company said its employees will make monthly payments not unlike the insurance premiums they now pay for their Blue Cross Blue Shield of Vermont plan. A portion of that paid of money goes to pay the bills if an employee has a baby, or needs surgery, or just heads to the doctor for a cold.

Another portion finances what's called "stop loss" insurance, which functions like catastrophic insurance if a company's claims exceed a certain amount.

Self-insurance makes sense for Logic Supply in large part because of demographics. "You have to give enough employees to spread the risk," says Cope — and they have to be a reasonably healthy group.

Logic Supply officials say that self-funding won't influence their hiring decisions, discriminating based on age or health would be illegal, Heyman concedes.

"It just so happens... that we've got a lot of young-to-middle-aged," Heyman says. That makes the company an attractive bet for larger insurance companies that administer self-insured plans. Logic Supply's generally young and healthy workforce brings lower risk and, thus, lower rates. But demographics aren't everything. At least one of those Logic Supply "youngsters" expecting a baby in the next year, and, on the flip side, the company has plenty of mid-career professionals. Heyman adds, "Anybody who has needs or medical issues?"

That self-insurance is especially

attractive for companies with younger, healthier workers has some experts worried. The Center for American Progress warned in June that small businesses springing to self-insure could increase insurance premiums for the small-group market by taking those young, healthy workers out of the larger insurance pool. A top lawyer to the Madison insurance commissioner told the *New York Times* earlier this year that self-insure plans are free to reject less healthy groups because they aren't subject to the same regulations as commercial insurers.

In its position paper, the Center for American Progress also pointed out that because self-insurance plans aren't required to provide the same level of benefits as the federal health care law mandates, some employers could look to self-funded plans as a way to skirt the new regulations.



Of course, there's a certain degree of risk for self-insured companies, even if their workforces are fairly healthy. A few expensive medical cases — for example, a cancer diagnosis or premature birth — could ratchet up costs dramatically. Stephen insurance kicks in at a certain point, but carriers can always raise premiums or decide to increase coverage if a group becomes less attractive from a risk-management perspective.

But Heyman points out that insurance costs could fluctuate regardless of whether a company is self-insured or purchasing a plan through a major insurance company.

"I think we've positioned ourselves as well as we can to provide good benefits at a great cost," Heyman says. "Next year, if rates skyrocket, we'll be out looking for something [to fix it]."

Employees at Logic Supply aren't

raising many concerns. Heyman says most questions run along the lines of, "Why are my benefits going to change?" The answer — no — is what many care about most.

"I can't see a downside to this in any direction," says operations manager Scott Aguirre. "It's a win-win all the way around."

Aguirre says a Gateway Smith apple and steps away from fluctuating deductions in Logic Supply's computer production room.

"It's fun to give your nose like this to the team, especially in a time like this when there are some scary stories out there," he says. "We're eating pretty."

Will more companies follow in Logic Supply's footsteps? That depends.

"I don't think there's going to be a mad gold rush here, because I don't think everybody knows about it," says Cape. ☺

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Age of Aquariums

in a Burlington club, the other kind of fish fans mingle

BY CHARLES HICKACHER

When the Tropical Fish Club of Burlington held its "best then annual" auction on a recent Sunday, Brian Scott cleaned up in every sense of the phrase. In the auction, he scored fish and plants left and right. When they called the door price, Scott was more than \$100. And around his seat at the back of the Burlington Veterans of Foreign Wars hall, he found himself mopping up water that had seeped out of one of his fish-filled plastic bags.

Scott remained when it happened that he had acquired a lot of stuff. He was trying to do the opposite. "My wife will kill me if I come back with more than I brought!" exclaimed Scott, whose arms are lined with tattoos and whose beard and black leather cap could qualify him to play rock ZZ Top. He had tagged several mahogany fish tanks up from Boston that day, hoping to unload them on his fellow auction-goers.

With about 45 current members, the TFCB has been using freshwater fish fairs for almost a quarter century. Judging by the scene in the VFW, it's a small but spirited society. Some 400 people attended the event, which was emceed by Doug Pines and featured everything from fish to films to outlandish figurines of male females—for aquariums, of course. Around the meeting room, several long tables were loaded with fish and plants in clear plastic bags of various sizes. While local readers donated some of the auction items, most were fish bred by the hobbyists in the audience.

It's an odd experience to walk from a freeway. November morning, into a tropical fish auction. A sign at the front of the VFW ironically commanded "Two Tens" a singular antiphrastically few overhead as I entered. Inside, the event was controlled. Some attendees were using chairs, others drinking beer and writing down the numbers of items on which they'd placed bids. The VFW walls bore a map of Honduras and Thanksgiving decorations.

Pines, a teacher from Burlington, introduced each auction item with a pitch. "These are kribia-pell African cichlids. These are just guppies. You get aquarium colors with a freshwater fish," he began, then settled on an octopus (coming with the flourish of an experienced auctioneer). "Adding items in \$33 looking? \$3 looking? OK, \$4, \$4 looking? \$4 looking? Are you all done? Sold!"

Although a few hot commodities fetched into the \$50 range, including a 50-gallon tank, the prices never seemed out of control, with most winning bids less than

\$100. The individuals placing the most bids were of the TFCB, and collectors from as far away as Connecticut, Massachusetts and Montreal, and a 12-year-old girl whose father had dropped her off with \$45.

The auction fascinated as the main fundraiser for the club, which David and Janine Banks founded 24 years ago as a way to build interest in the hobby. (They're planning an unusually large auction next year to celebrate TFCB's 25th anniversary.) Living in Hinsburg at the time, the couple once scored as many as 45 tanks in their garage, since moving to North Haven. Janine Banks said, they're descended to a third of that number.

Their favorite fish are cichlids from the African lakes of Malawi and Tanganyika. So find are the Banks of those lakes that they named their two cats after them. (Fortunately, the fishes haven't inherited an appetite for their namesake's fumes.)

**WHEN YOU HAVE GUPPIES AND THEY HAVE BABIES, WHAT DO YOU DO?
DO YOU KILL THEM? NO, YOU GET 'EM A NEW TANK.**

JANINE BANKS

The TFCB invites experts from across the region and country to speak about fish and aquarium maintenance at its monthly meetings. The idea, Banks said, is to help people learn how to strengthen their collections. One of the worst losses for new collectors is that fish will eat almost anything that fits in its mouth.

Some advanced hobbyists learn how to breed. "When you have guppies and you have babies, what do you do? Do you kill them? No, you get 'em a new tank. Some fish have babies who are a half inch long. So it's a lot of education," explained Banks, the club's treasurer. She has also served as chairperson of the Northeast Council of Aquarium Societies, an umbrella organization for tropical fish groups across the region. Her husband is president of the TFCB.

For auction attendee Oliver Strong, the big question is how to get his cichlid (a diverse family of fish that's popular in Wisconsin) out to publicize early plant the places in their small size. "Ideally, I'd like to have a planted tank, but cichlids run up plants. Those little lady, frilly things? They don't last," he lamented. "You come home from work and there are little plants floating on top!"

Strong, a Jericho resident, has been



PHOTO BY JIMMY HARRIS

collecting fish for three years. She got involved with the TFCB after attending last year's auction, and she sent a cup of chili.

More experienced members suggested plants that might deter her fish's nibblables. Although Strong hadn't planned to get anything at the auction, her eyes had turned to an African plant that might do the trick.

While the auction occupied the front of the VFW hall, the back was given over to the "bowl show"—a competition in which participants could enter their fish for a chance at prizes of up to \$20. Strong had brought her cichlid blue African cichlid, which looked like a whole compared with the other fish in the contest. Its smallest competitor was a chub rubens, the color of a goldfish and barely larger than a mosquito.

Judging was open to anyone, so in the bidding confusion, auction-goers periodically got up to scan the selection and cast their votes. Ultimately, the winner was a lion angelfish, a plain-white specimen with translucent fins and orange-and-black markings across its face and body.

Though the TFCB is accessible to beginners, the more experienced collector carried the members with a certain swagger, discussing in minute and authoritative

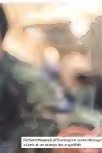
detail the merits of a stacking shrimp versus penaeus, or the staff they'd managed to acquire through acropodus sailing of Cragfish.

Local aquarium expertise isn't limited to the members of the TFCB. As it happens, the world's most widely circulated magazines about fish and aquatic aquariums—*Aquariums* and *Coral*, respectively—are published in Shelburne by David and Jennifer Banks. Though both bimonthly publications are actually translations of German magazines, editor and publisher James Lawrence explained in a later phase call that the English-language versions produce original content and enjoy a wider circulation.

"We're kind of tucked away in Shelburne here," Lawrence said. The former editor and publisher of *Racing World*, he has moved on to books and magazines for the fish-keeping set. Although Lawrence believes enthusiasm for tropical fish is high in Vermont, his publications will best on the coasts.

(David and Jennifer have) a very strong environmental stance, and we have many at climate change. That tends to drive away the right-wingers, so maybe we're self-selecting for the left side," Lawrence explained at his wife's modest, offering California as their largest market.

Although he didn't attend the TFCB auction, Lawrence donated several books and magazines. The auction-goers who paid \$2 for the most recent issues of *Aquariums* and *Coral* got great deals, since they settled in \$8.



Deborah Maxwell of Vermont Fish Collectors looks through a hatch at an orange an angelfish.

While the TFCB does raise conservation issues at its meetings, the club's primary mission is primarily responsible collecting. Junior Bonks explained. A collector she said, should never release trapped fish into the wild. Almost 3000 miles north of the nearest tropics, another important principle for Vermont collectors is storing their fish in insulated environments. That meant people would be storing their catches in styrofoam coolers for three or four days.

Dad's breeders of certain fancy pets, pet hobbyists don't need much time or money to end up with striking specimens. Winning second place at the boat show was Tim Phan, who entered a red-tailed shark. Not overly as handsome as its moniker would suggest, the shark is a black, whiskered fish with a bright-orange tail. Phan, who took home \$15 for the honor, isn't some grizzled veteran, he's only been at the hobby for three years.

The beauty of fish collecting, suggested Richard Maxwell, an early club member who now sits on TFCB's board of directors, is that it's not the Westminster Kennel Club.

"Fish aren't some status thing, like hammers or German shepherds," the veteran collector said. "No, fish people are pretty jolly." ☺

INFO

For more info about the Tropical Fish Club of Burlington, visit bfc.org.

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History's Home

The Fleming Museum's collections manager finds fresh ways to present the past **BY AMY LILLY**

Margaret Tamulonis has managed the 45,000-item collection at the University of Vermont's Fleming Museum of Art since 1999. Having charge of such a vast assortment of objects might overwhelm some. But for Tamulonis, the job — inventorying the store, pulling them for display on educational purposes, ensuring their safety — is one extending learning opportunity.

"I like to say, 'There are 34,000 research projects upstairs,'" quips the 42-year-old, referring to the three storage rooms of the Fleming that house most of the collection.

Tamulonis is dressed casually in pants and flats; her brown hair escaping its elastic. She stands in her dormitories office, a fifth-floor basement room packed with shelves of music folders and beige file folders. There she has reluctantly agreed to start a year at her life as the Fleming's manager of collections and exhibitions. "My office is really terrible, because it's all paper," she says apologetically.

Tamulonis is more at ease around the objects themselves, which give her plenty of opportunities for happiness. The museum's holdings are staggering not just in number but in range — from fine art to obscure archaeological finds. The objects date from the present back to the 16th century BCE and come from around the globe. The collection is particularly strong in Native American — especially Plains — artifacts, as well as in works on paper and pre-Columbian objects.

Additionally, about 30 items are referred to the museum each year, according to Fleming director Jane Cohen. Tamulonis chronographs the midstage process through which they are vetted and then, potentially, accepted.

The manager and her assistant, Nicola Antles, have been working for several years on creating an online digital catalog of the ever-growing collection. The result will be a public resource similar to those now offered by the American Museum of Natural History and other major institutions.

Cautious and modest, Tamulonis is anxious to acknowledge her own expertise — which is "encyclopedic," according to her frequent faculty collaborator UVM anthropology professor Jennifer Dickinson. Tamulonis professes to know others, including the Hiram College sophomores who take the museum studies class she co-teaches with Dickinson. "They always point out something new to me," she marvels.



Margaret Tamulonis holds a 19th-century wood mask from Sri Lanka.

TO BE ABLE TO RESPECTFULLY WORK WITH OBJECTS FROM AROUND THE WORLD IS AMAZING TO ME.

MARGARET TAMULONIS

More's to, Tamulonis neglects to mention one made-for-media moment in her 14-year tenure until the very end of the tour — and then discusses them only when pressed. Two years ago, she helped move the museum's Egyptian mummy to Fletcher Allen Health Care for a CT scan; three years ago, she prepared to accompany Chai Meisner Ben's mummy to Montana for an ancestral family reunion. (The latter trip was canceled when "Ben," as she calls the chiefly great-grandson, ran into funding problems.)

Tamulonis likewise doesn't mention that she's grant reviewer for the Institute of Museum and Library Services or that she is chairing a panel on working students on collections at the upcoming New England Museum Association conference — national and regional accolades that Cohen cites without hesitation.

While Tamulonis may not list her own achievements, she reveals her depth of knowledge as she talks about the current student-curated exhibit, "EAT: The Social Life of Food" — the product of last

spring's museum studies class. Tamulonis and Dickinson come up with the theme of food's social significance, and the former presented most of the objects from the collection for the students to curate.

"It came out really beautifully," she says, and adds, "I feel like there are a hundred more food exhibitions in the collection."

"Margaret and I are co-curators of the class," Dickinson says affectionately. The anthropology prof first collaborated with Tamulonis in 2000

CULTURE

after the two "got to talking about material culture."

They produced a small exhibit tracing the stories of Vermont women's lives from the objects they used, putting each item as a late 19th-century blouse and an audio recording of a Plains-American lullaby.

Tamulonis also collaborates with Dickinson — who directs UVM's Center for Teaching and Learning a faculty development center — on helping other professors incorporate the museum's collection in their curricula. She co-teaches a second class, with lecturer David Hewitt, on museum anthropology. Their projects characterize as student-curated exhibits, with themes such as fishes and travel and tourism.

Tamulonis' fascination with anthropology goes back a long way. Born in Manhattan, she became hooked in high school when she teamed with New York City's archaologist, a woman she credits with having "led me to material culture and the ways it reflects individuals and history. The cool thing is that I still get to do that today," she adds cheerfully.

She went on to study anthropology and history at the College of William and Mary, where she interned at the Museum of the City of New York, and worked after graduation as assistant registrar at the New York Historical Society before moving to Vermont in 1999.

Almost immediately upon her arrival, Tamulonis became the caretaker of the Vermont Queer Archives for RU2P Community Center, a Burlington-based advocacy organization for LGBTQIA Vermonters (Lesbian, gay, bisexual, two-spirit, transgender, questioning, intersexual and allies). She also joined the boards of other organizations and galleries and for a number of years has worked part-time on a museum's history through UVM.

Tamuleaux's rehearsal for her job has occurred in a atmosphere of accessibility around the Fleming collection.

"From what I understand, they love having students come in and look at objects for their papers," comments junior Cole Burton, a history and art-history double major who carried the late-19th-century pewter serving dish from China in "EAT" After the museum-student class ended, Burton interacted with Tamuleaux over the semester, and he has become something of a spokesperson for the food exhibit with local media.

In his workstudy job as a Fleming gallery attendant, Burton sometimes sits in the Wilbur Room watching visitors examine "EAT." "It's really nice to see people spend time there," he says.

Tamuleaux is thrilled when she can handle such interest. "Then we know we've converted them," she says with a laugh, she particularly likes working with anthropology students because, she points out, "I can say, 'This is what you can do with an anthropology degree!'"

Her current intern, Hilary Hiltner, is a senior anthropology and history double major. Hiltner says she first encountered Tamuleaux when the curator pulled four Buddha sculptures for her sophomore class on legends of the Buddha in art. At that time, Hiltner and her classmates were allowed only to look at the carving; this had been checked off a sample and then returned to the clerk as he hadn't been pilfered, the student recalls.

Hiltner realizes now that those four samples represented a fraction of the Fleming's holdings. "They have all this stuff," she says. "And they allow me to dabble in everything." Hiltner can handle the objects now, her job is to fill out detailed condition reports complete with line drawings, an Native American pottery and baskets from the Southwest. Hiltner is clearly a Tamuleaux convert. She's happy to spend a year working in a museum before pursuing a graduate degree in the profession.

Tamuleaux generously allows us to peek into one of the three system storage rooms where she and her team spend much of their time. "This is like restricted access," she says, only half joking. After unlocking the room, she steps toward our notes and the time in a logbook, then heads down one of the narrow aisles of floor-to-ceiling metal shelving. The objects are meticulously grouped on shelves, everything remarkably fast.

Tamuleaux stops at an arrangement of stunning Sri Lankan masks, which were the subject of a 2008 exhibit she curated. "I knew we had this great collection," she explains, to the bewilderment to the attention of then-curator Anneke Marzocchi DeGalen, who encouraged her to mount a focused exhibit Tamuleaux put the masks in the context of the ceremonial dances for which they were fashioned.

An intricately carved ivory mask on a shelf below catches our eye next. With some concentration, predicting the end of elephants in our lifetime, the art object is a troubling sight. Tamuleaux smiles it has been weird, adding "One of my jobs is doing research on provenance and making sure we're legally compliant."

The far end of the room is filled with black, acid-free boxes of photos, printed artworks and other works on paper. Here Tamuleaux mentions "how cool my job is." Last week, she notes, she pulled a 19th-century print by John Audubon for one class and early-20th-century Lewis Hine photographs for another.

New Tamuleaux pulls out a box of Hine's work and brings it to the already

"This is why I love working in museums," Tamuleaux comments upon leaving the storage room. "To be able to respectfully work with objects from around the world is amazing to me."

After winding through the processing room for new acquisitions, Tamuleaux ends up in front of the Egyptian museum. Purchased by founding curator George Henry Perkins in 1946, the portrait of 16-year-old girl has long been "a star of the collection," she says.

The museum is also a good example of the following act Tamuleaux currently must perform between making the collection accessible and keeping them safe. When a four-year radiology resident at Fletcher Allen proposed in 2001 to update

Tamuleaux decided to leave the museum inside the bottom half of her ancient wool coats, and the Fleming's exhibition designer-popstar, Jeff Polgrif, built a bar for it. On the morning of the transfer, they placed this on a stretcher and carried it downstairs and out to Johnson, who was waiting with a gurney. Tamuleaux, Polgrif and Johnson then wheeled the museum the few hundred feet to Fletcher Allen. Fortunately, the weather held.

In the end, the scan offered no additional information on whether the girl's head injury was pre- or post-mortem. But the technique Johnson used — heavily radiology to produce images of unprecedented accuracy — was soon adopted by



crowded side room to open. "Oh, look, see? I'll just have to move Andy Warhol to view Lewis Hine," she jokes, curiously lifting up one of the way an unusual photo-print of the pop artist in drag. "I'm not an art historian, of course," she adds, "but I'd never seen this kind of exposure of him. This is one of the nice surprises we have."

Inside the well-organized box of Hiltner's photos lies an image of four elaborately painted male mud-wrestlers. "Some of the girls from the Chaco Canyon MII, Huntington, UT," made a typed transcription of Hiltner's notes from 1908. Tamuleaux guesses that Hiltner himself developed the photo, but she's more interested in the photo, noting that the image prompted a class discussion about mud-wrestler wagers and how they might have been spent.

the museum's 1990s X-ray with a high-resolution CT scan. Tamuleaux moved into long discussions with the doctor. The scanner could not be moved to the museum, so the 2700-year-old museum would have to be carried to the hospital — after lying undisturbed for a century.

Now Johnson, now a radiologist at the University of California, San Francisco recalls some of those discussions by phone from his West Coast home. "There was a lot of talk about whether the benefits outweighed the costs," he recalls, as well as "a huge amount of discussion about whether we would need security and the logistics of moving the museum. We didn't know what the weather would be, for example... The worst possible outcome was that we could damage her."

the Vermont medical examiner to better determine causes of death in children. The method has since changed certain practices in many states, says Johnson.

The museum was safely returned to her museum home, and some where in the collection lies a 3-D print of her skull.

Tamuleaux took our tour in front of a system containing African artifacts, again chosen by students. She helped these students choose the items, directed them to information sources and edited the in-depth labels, or "chats," where the student group members appear in the final display like Tamuleaux's own name in numbers to be found. ☐

INFO
For more facts about the Peabody Museum of Art, visit www.fleming.org

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Light My Fire

Taste Test: Hen of the Wood, Burlington BY CORIN HIRSCH

"Did you see the pig in the window?" asked my friend as he returned from the bathroom. He seemed both fascinated and slightly horrified.

I had. A trip to the zoo at Burlington's Hen of the Wood brings you face to face with tomorrow's dinner. A window into the walk-in cooler shows you cylinders of head cheese and maybe a carcass hanging from a hook, ready to be broken down.

There are just past for show. Various pig parts figure prominently on the menu at HOTW, from fried head cheese to pork rinds to ribbons of ham served under feather-light squash fritters. Lamb porch pepper the menu, too, such as lamb terrine and velvety lamb ribs. Then there are beef, rabbit...you get the picture.

Many Vermont restaurants list their partners on a menu or chalkboard. The next step in strutting one's local meat cred may be hanging carcasses in full view of the diners. That practice is also in keeping with the whole-animal ethos of HOTW, which opened alongside third Vermont on October 9. At this sleek new resto, a line of clean-facing kitchen windows allows butchering to become a spectator sport.

Burlington's Hen of the Wood was arguably the city's most eagerly anticipated restaurant this year. HOTW's first location, in a former Waterbury mill, carries a certain mystique, wildly atmospheric and challenging to diners seeking reservations; the place has long been popular for special-occasion dinners. Chef Eric Warrstedt, a multiple James Beard Foundation Award nominee, is behind its resolutely seasonal dishes.

Two years ago, Warrstedt and the owners of third Vermont announced that a second location of HOTW would open in Burlington in spring 2013. Then, in summer. Then, in early fall. So many delays ensued that, when the restaurant finally opened last month, the staff joked, "Finally, right?" on the sub-optimal menu.

Once you see the place, you understand why creating it took so long. It's



stunning. Burlington's HOTW takes Waterbury's rustic ambience and embellishes it with sleek urbanity and visual drama, beginning with the two gas lamps belching inside the front door on an otherwise dim stretch of Cherry

Street. Inside is a sophisticated space of rich hues, hickory bars, leather chairs and low lighting. Wood trim crinkles as either end of the room, and stained wood lines the walls. Even the ceiling has presence — it's crisscrossed with bare wood.

Perhaps those beams help absorb sound, helping make the place a combination of serenity and serenity with the sensibility of a postmodern barn — even though HOTW with 95 seats, is twice the size of its central Vermont sister. Restaurant designer Scott Kester and crew did a phenomenal job.

The room has two focal points. Near the door stands a U-shaped bar lined with swiveling wooden seats, on the far side of the room, a dining counter fronts the open kitchen. On a recent evening, former Blasted Tavern chef Paul Lark stood at the open, wood-finished, island, loading steaks and fish onto metal skillets that he signed with a pulley. Another line, the rest of the line — including chef de cuisine Jordan Ware — began plating food. No one seemed hurried, including Warrstedt, who stood on the other side of the counter expediting the process. Clad in a T-shirt, jeans, apron and bandolier, the chef read orders to the crew and then stashed the plates before servers whisked them away.

"I look calm, but I have butterflies in my stomach," Warrstedt said. It didn't show. The service ran like a well-oiled machine, with dishes arriving quickly and at perfect temperature. The staffers seemed to work as if telepathically; they appeared when you needed them and graciously left you alone when you didn't.

Away from the counter, the room was so dim that I noticed several people using their cellphones to read the menu. It's divided into starters (such as squash, pork rinds and a ham plate), small plates and a few entrées, along with a couple of desserts and a carefully curated list of local cheeses. My dining companion and I sat in the corner lounge near the fireplace, where the small plates appeared to us as bliss in the dark, gently focusing our senses on flavor rather than on presentation.

Crispy Pennequid offers on-the-half (the selection changes often) were

LEAVE NO FIRE. BY AP

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SIDEdishes

BY COEN HIRSCH

Ripe and Roundabout

CITIZEN CIDER IN WINDSOR
For four months, occasional passersby in Windsor's roundabout have been pressing their faces to the glass to check on the progress of **CITIZEN CIDER**'s new wine bar, **ROCK**. This past Sunday night, they finally found the door unlocked and the owner, sibling **Nathan** and **David** during his soft opening.

Nine whites, one rose, two sparkling and 18 red wines

compose Oak-45's opening salvo, with choices ranging from the slightly offbeat (Pogoda du Pinot, Lurie) to California produced Chardonnay and Zinfandel.

"I'm not a sommelier or trying to act like one," writes McLaughlin in an email. He says he considers Oak-45 "a bar with a serious wine list, not to be taken too seriously. It's meant to be a fun, social and loving environment."

McLaughlin was co-creating law school when he did a 360 and began plotting his "imperfect wine" spot at 45



Main Street, a long empty storefront on the east side of the roundabout. While he may describe it in humble terms, McLaughlin has created an elegant, minimalist room with a new bar, communal tables, a seating area of leather seats and

neutral tones, adorned by a pair of antique mirrors.

Oak-45 is open daily from 4 p.m. "It closes," says McLaughlin, who far from is the sole bartender. In addition to the wines, he serves a few local beers — including ones from Swindell's Brewing and Lost Nation Brewing — and a range of spirits. His plans soon to offer a rotating selection of cheeses and small plates.

For now, though, Oak-45 will operate on the down-low. "We'll definitely have a name formal opening sometime down the road," McLaughlin says.

Like Them Apples?

CITIZEN CIDER USED TO BE THE SOUTHERN END OF THE DASH. But it wasn't slowly but surely becoming a new venture, we can now add another to the list: **CITIZEN CIDER**, which will soon its production and tasting room to 310 Pine Street by the end of the year.

Though Citizen Cider's tanks are still filled with 25,000 gallons of apple juice from the harvest, co-owner **Bob Nelson** and his two partners plan to plunk it into the "tricky" move from their current Essex location to the 7000-square-foot space by mid-December.

"We signed the lease last week, and we're excited to be growing," says Nelson, though the federal government shutdown caused a hiccup in their plans when a U.S. Small Business Administration loan was delayed.

The former U-Haul depot on Pine Street has been doing wonders looking toward Lake Champlain, where Citizen Cider will build a tasting room of 40 to 50 seats, Nelson says. Other wonders will look out on the production area, retaining some of the busy, industrial feel of the company's Essex location.

Instead of parking a food truck outside, as they did in Essex, the Citizen Cider crew will eventually serve their own mix of small plates. "We'll probably have a small tapas-style menu and keep with food that goes well with ciders, so maybe some Basque style food and a few things from Brittany, Normandy and southwest England," Nelson says. "Everything depends on how fast the contractor works on the inside of the place," which might not be "pretty bare bones," he adds.

In addition to the full range of Citizen Ciders, Nelson says, the tasting room will serve a few local spots, and beers from **Rockwell Brewing** and **Lost Nation Craft Brewery** "here or there."

Citizen Cider is on track to produce 80,000 to 100,000 gallons of cider this year. Its five line grows beyond the flagship **apple** to include a **honey**, **honey**, **apple** and **dry-hopped** cider, and the company will debut a **cider** made with organic apples and another fermented with Belgian wheat yeast called **Wild Pig**.



Fresh Focus

SUGAR SNAP CLOSES ITS ORIGINAL LOCATION

"It was bittersweet, because we spent a lot of time in that building, but it reached a point where I had to make a decision, and it was a decision from the core business, which has become catering."

So says chef and co-founder **Anna** about the closure of a **Bar** Burlington location of **SUGAR SNAP**, the firm's table center that ran a grab-and-go eatery on Riverside Avenue for a decade.

Three years ago, Sugar Snap opened a commercial kitchen and cafe in South Burlington Technology Park, later, it became the sole eatery for **EC10 Labs**, Aquarion and Science Center.

The work of feeding these locations, combined with a robust catering business, made maintaining the only

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Light My Fire BY J.D.

crisp and being drenched with a delicate mignonette and an old-fashioned cocktail sauce. A pot of tomato (it reads, or was-been) bean, here a bay leaf on its glistening surface. The shared cold bean, submerged in nutty olive oil, was luscious and velvety, almost a dead ringer for the tomato of its name. It was also steeped with garlicky flavors from chopped green olive and herbs. We piked it on garlicky triangles of toast dished with green mustard.

Lamb chops resembled a pile of tiny meat flutes resting in a sauce of cream fraiche. My lips had barely touched one when the crisp, wood-fired outer skin gave way to soft, melting fat. With veins of tomato jam cutting through and slightly sweetening the meat, they were good — so good that I tucked every bit from the bones.

I had high hopes, then, for a plate of wood-fired octopus with sticky and tender tendrils, served atop a sandwich (paré). Yet its flavors fell a bit flat — especially compared with the other, simpler dishes, such as paper-thin radishes marinated with papaya anchovies and slathered in a quenching citrus dressing.

The cream and oil are used to full effect in many of HOTW's dishes, some could use a touch more of the latter to tame pickled and fermented goodies, such as the plate of creamed, smoked bluefish poied on toast (smooth ribbons of shrewd oiled). That was tasty but probably won't rate as a another line. A side dish of cedar-glazed radishes tasted undercooked.

By contrast, I probably could have eaten three more variations of shredded Maine lobster and an earthy parsnip purée spiked with sweetness and tang from pickled apples. Or of the amazing divine threaded, fried bread cheese served (yet) atop another vegetable paré, its garlicky sauce, almost bloodlike (these turned up with pickled sauerkraut and peppers. Or of the delicate



**I PROBABLY COULD HAVE EATEN THREE MORE
RAMEKINS OF SHREDDED MAINE LOBSTER
AND AN EARTHY PARSNIP PURÉE
SPIKED WITH SWEETNESS AND TANG FROM PICKLED APPLES.**

crisps filled with chateaufite mushrooms, roots and squash and seared across the top with stringed corn. These mouthfuls, beautiful, delicious dish, was almost my favorite thing on the menu.

The burger steak at HOTW was cooked expertly charred and smoky on the outside, deep ribby and succulent on the inside. Marry top-quality, well-aged meat to a chef's chef's hand, and you get sublime moments such as this. It would have been perfect but for the smore of salty blue cheese underneath. Maybe it's a personal fix, but I find cheese on prime steak distracting.

With all that fish, fish and salmon the scene, chef's inevitably sets us. Perhaps

the epic beverage bar was created with that in mind. Two of the barkeeps, Megan McKean and Chris Maloney, migrated to HOTW from Blindfire Tavern. They draw an eclectic influence, ranging from colonial America (Swickard, Stone River, punch), to 1940s hotel bar (Carpenter, Revolver), to Compton (Gin & Juice). Local apples make it into Ancho & Apples, an earthy martini with a spicy edge, as well as into the sweeter Apple Daquiri. A standard is the Hopped Cachaça, a frothy blend of the South American spirit with egg whites and a dash of lemon.

Wine director and HOTW co-owner William McNeil has put together a

diverse wine list filled with off-the-concept bottles from the Loire Valley, Burgundy, Sicily, Austria, Alsace and Piedmont. By the glass, you range from Domaine de la Pennerie Bourgogne to Rolo Machine Chateau Blanc from California, and include a pair of rosés. The bottle list veers from ultra-modern (Dirty & Boredy Skins) to classic (Domaine Louis Roederer Gervin-Chambertin).

Even some of the excellent beers are served in wine glasses, a choice that kind of captured my heart. Thus du Gach's robust Belgian-style quadrupel (Rigor Mortis) stands up mightily to the left of HOTW's dishes. There are also Heady Topper and a berry of other craft beers on draft, ones of Schitte and shareable large bottles such as Anandana, a sour black Belgian from Andover Brewing.

Despite heartily finishing at HOTW, I drank something else once I got home: a dash of butter on salted water to ease the feeling that I was about to burst. It could have been the too-early desert of malten brownies topped with pine-needle nappage, or could have been my overall gluttony that all that wood-fired meat, the cream, the butter-marinated toast and melted cheese took their toll. I would have missed them up with lighter plates, but there aren't many on the menu.

There are chicken tows (working with more restraint and finesse at the same prices — dinner and drinks for two at HOTW would easily cost more than a Ben Franklin). Yet with its whole animals, wood fires, farm-sourced ingredients and service in flannel shirts, HOTW captures the quintessence of Vermont dining in 2013. It's not for the meat shy at the smell of stomach. ☐

INFO

Hot of the Wood, 55 Cherry Street, Burlington, 840-8334, hotofthewood.com

SIDEdishes

CONTINUED FROM PAGE 43



Burlington location something of a beer.

"It's been a great 30 years," says Duke. She sounds slightly pained about letting down her regulars on Riverside Avenue — including waiters in the Intervale, where the Skaggsnap staff forms three acres.

Those hardworking Skaggsnap's soups and sandwiches can still find them on weekdays from 9 a.m. to 2 p.m. at 30 Community Drive in South Burlington.

High Spirits

CRIMINALY DRUNK IN THE ROAD? NEVER.

If there's a spirit unrequited with New England history, it's rum. Now a new distillery in Warren has joined a handful of Vermont producers that are resurrecting the liquor.

FIRST RUN RUM began brewing at **MAD HOUSE DISTILLERS** last summer and will show up in Vermont liquor outlets this month. "It's a sipping rum, with a lot

of depth," says **MARION CORNELLIS**, whose husband, **JOHN EDGAR III**, founded the company with partner **MIKE TURTLE**.

The idea of making apple brandy originally inspired Turtles and Little, both Ruston attorneys, to order a German-made caskon still to occupy a former home built on land they own near Warren. After local builder (and friend) **ALBERT WINE** renovated the barn, the pair hired him as head distiller and manager.

While an apple brandy is still in the works — 3.5 tons of local apples arrived at Mad River Distillers last week — the company's first product is rum made from organic Dominican sugar and aged in American oak barrels for about a month before bottling. In its wake will come a corn-based whiskey incorporating grain from **METTS BETTIS** (**GRASS COMPANY OF VERMONT**) plus a rye and a bourbon.

Mad River Distillers' tasting room, at 156 Cold Spring Farm Road, is open to visitors on Fridays and Saturdays from noon to 5 p.m., or by appointment (call 496-6973). ☐



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The Behr Report

Vermont food writer publishes 'guide to good taste'

BY ALICE LEVITT

Grad— the slump, flour-battered travel, fillings without pasta coverings— have established a strong presence in U.S. restaurants over the past decade. They may sound like a trendy twist on gnocchetti, perhaps conceived by Mario Resti. But, says food expert Ed Behr, gnocchetti were actually invented in the 13th century. "They seem hardly to be pasta at all, and yet an Italy they're always regarded as pasta and are considered the forerunners of it" the St. Johnsbury author writes in his new book *50 Foods: The Essentials of Good Taste*.

Even the most food-knowledgeable readers will learn plenty of fun facts from the author best known for his quarterly magazine *The Art of Eating*. But *50 Foods* shouldn't be confused with a trivia book. Behr has produced a highly detailed treatise on how to enjoy the finer things in life, as useful to a chef as it might be to an alien dropped on Earth who is learning about beef and potatoes for the first time.

Behr offers no recipes in *50 Foods* (There are plenty of those in his *The Art of Eating Cookbook: Essential Recipes From*

the First 25 Years.) Yet practically every page brims with suggestions on the best ways to enjoy each ingredient, with topics ranging from making cheese into curries, phos or pasticcios to harvesting, buying, cleaning and storing lettuce. (Behr checkily recommends storing a just-picked head in the refrigerator for a week to replicate "super-market" lettuce.)



I ONCE SAID IN A RISK-TAKING MOMENT THAT IF I HAD TO CHOOSE BETWEEN GIVING UP WINE OR OLIVE OIL, I WOULD GIVE UP WINE.

ED BEHR

It was no surprise to see a Vermont food writer displaying expertise in fresh cream or green beans, which Behr grows at home. But how did he become an expert on caviar and raw oysters? Graveling research—or perhaps not so graveling. "On and off, I have done a certain amount of blind tastings— not even blind tastings, thoughtful tastings," says Behr, who's conducted experiments such as comparing pastured with nonpastured corn.

To school himself in other delicacies, such as oysters, he relied on years of travel to the source, including trips to the coast of Maine to meet farmers raising oysters. Frequent visits to France and Italy have made Behr a recognized authority on cheese, and five of his "50 foods" are European foragers, including Roquefort and Muenster. (Though he's an aficionado of Vermont cheddar, it didn't make the cut.)

It was while living in Vermont that the New York-born, Washington, DC-based writer began developing his gastronomy expertise. A college dropout, Behr came to St. Johnsbury to take advantage of the cheap land for sale in 1973. He worked as a carpenter but over the years the dream to "find something more aesthetically challenging" inspired him to turn to food.

Behr bought a local building in which to open a restaurant and attended a New York culinary program, but he eventually changed his mind about the viability of the

dream in that time and place. After selling the building, he says, he was at home and could be second on the idea of starting a "food letter."

Behr began producing a black-and-white, eight-page newsletter, following the path of his journalist father. Twenty-seven years later *The Art of Eating* is still print-based and filled with art and recipes that have made each issue a folder for many.

Behr has had plenty of time to hone his writing skills and his palate. He says *50 Foods* has been a separate 10-year project. He accumulated the information slowly, then, last year, focused on the book while running his magazine and completing occasional freelance assignments.

When his book tour for *50 Foods* ends, Behr will continue his work on two more books, collections of essays on France and Italy. While he is passionate about the subject matter, he doesn't have the hopes for these books that he does for the current one. "I'd like to think that is the most substantial, enduring food book that will be published this year. This is my magnum opus—I've even used those words," Behr says. "It's the big, commercial view, if I have another best seller, it will be a steady crawl."

Clearly, Behr has some big ideas about what we eat. We sat down at his St. Johnsbury dinner table to learn more about his strategy there and in the kitchen.

SEVEN DAYS: Have you always loved to eat?

ED BEHR: I was always interested in food. When I was 10 years old, my grandmother gave me a frying pan and a spatula for my birthday. I still have the frying pan. I don't know what happened to the spatula, but it was around a long time.

CONTINUED ON THE CLASSICS PAGE 10

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2013 ACHIEVEMENT AWARD WINNERS



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Brad Dousavickz currently serves as Board President of HBANVT and his family owned company Dousavickz, Inc. has been a part of the Association for over 20 years. Brad is the Vice President of Dousavickz, Inc. and his primary duties include land acquisition, real estate development, and sales and marketing. Brad is also President and Owner of Dousavickz Real Estate, a general brokerage real estate firm serving families buying or selling real estate in the greater Chittenden County Area. Congratulations to Brad on being named the 2013 T. Wayne Kondor Builder of the Year!



REMODELER OF THE YEAR
Sam Gervais,
Primo Renovation Group

Sam Gervais of Primo Renovation Group takes a lot of pride in the work that his family-run business does. He has been with Primo Renovation Group for 3 years and continues to help grow their company. As the Vice President and Project Manager for Primo, he is responsible for estimating and managing the residential and commercial projects along with overseeing many other jobs on and off the estate. Sam is currently the secretary for the Remodelers Council, the head of the marketing and events subcommittee for the Remodelers Council and is a committed volunteer for Rebuilding Together Chittenden County. Sam is being named the 2013 Remodeler of the Year.



ASSOCIATE OF THE YEAR
Barb Throssdale,
Preferred Properties

Barb Throssdale of Preferred Properties has a strong passion to not just sell, but to educate her buyers and sellers and to always continue building relationships. Her genuine interest in what her clients desire to help people is what keeps clients coming back time and time again. Barb and her husband, Curtis Throssdale started Preferred Properties in 2008 and has since continued to become more and more involved with their community. Barb is an active member in the HBANVT along with both the Remodelers Council and the Ambassador Committee. Other members thank her for advice and advice her hard work in the association. Congratulations Barb on being named this year's Associate of the year!



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Sterling Construction, located in South Burlington, serves their mission on building happy customers. Barb and Colin have both received the Builder of the year awards and both have also been past presidents of the Home Builders and Remodelers Association of Northern Vermont. Colin joined his father Ben Privile at Sterling Construction in 2004. Sterling Construction began creating homes for Vermont over 20 years ago and during that time has helped countless Vermonters realize the American dream. Congratulations to Sterling Construction on being awarded the 2013 Lifetime Achievement Award.

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The Fletcher Allen Health Care—Palliative Care Service in partnership with the University of Vermont College of Nursing & Health Science and the Vining Nurse Association of Colchester and Grand Isle Counties is offering a one-year, full-time palliative and hospice care advanced practice nursing fellowship. Stipend, benefits and continuing education funds are provided. Applicants must have a master's or doctorate of nursing and an APRN license in Vermont before joining the fellows list.

Please contact Jenak Ely, APRN, for more information, jenak.ely@vtmednet.org.



Media & Communications Associate

Join the employee-owned team at Chelsea Green Publishing — a national publisher of books on the politics and practice of sustainable living. We're seeking a full-time Media and Communications Associate for our Burlington VT office. Responsibilities include leading the Chelsea Green marketing teams social media and web content strategy as well as assisting with author and book publicity, media outreach, and relevant company marketing and communication strategies. For a full job description, visit:

www.chelseagreen.com/content/we-are-hiring

Email a cover letter, resumé, writing samples, and references to:

Shay Totten, Communications Director
email: Stottens@chelseagreen.com

Connor

AGE/SEX: 5-year old male

BREED: Siamese mix

SUMMARY: I don't think Connor would mind us saying it: he's a fat cat. At more than 18 pounds, don't say he's hiding it from anyone. And yeah, he was a little off comports at first, preferring to perch up high in his cat room out of sight. But our volunteers have shown Connor that we all love him just the way he is — and he now eagerly (though not gracefully!) descends from his throne on high to greet visitors with his deep Siamese voice and charming baby blues. New confidante aside, Connor would love to find his favorite inner lady. And with the right diet and your help, he'll be snuggling his new best self just in time for bathing suit season.



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Will meet at HSCC, 742 Kinsland Court, South Burlington, Tuesday through Friday from 1 to 6 p.m., or Saturday from 10 a.m. to 4 p.m.



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Jane Kilar
 (865) 846-1020
 jkilar@homeworks.com



Call for more information and to schedule a viewing. Call Ashley @ 865-1020

YOUR WINTER GETAWAY!



Very close to the water, mostly hardwood floors. Two bedrooms and large kitchen with island. You can see the water from the large open floor plan. Great location! Close to the water, close to the water, close to the water. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

Michelle O'Brien
 (865) 846-1020
 mlo@homeworks.com



Call for more information and to schedule a viewing. Call Ashley @ 865-1020

MONKTON



Very close to the water, mostly hardwood floors. Two bedrooms and large kitchen with island. You can see the water from the large open floor plan. Great location! Close to the water, close to the water, close to the water. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

Michelle O'Brien
 (865) 846-1020
 mlo@homeworks.com

ESSEX



Very close to the water, mostly hardwood floors. Two bedrooms and large kitchen with island. You can see the water from the large open floor plan. Great location! Close to the water, close to the water, close to the water. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

Michelle O'Brien
 (865) 846-1020
 mlo@homeworks.com

COLCHESTER



Very close to the water, mostly hardwood floors. Two bedrooms and large kitchen with island. You can see the water from the large open floor plan. Great location! Close to the water, close to the water, close to the water. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

Jane Kilar
 (865) 846-1020
 jkilar@homeworks.com

homeworks



To advertise, contact
 Ashley @ 865-1020 x 37 or
homeworks@sevendaysvt.com.

INDUSTRY

APPLYING FOR A POSITION

Are you interested in applying for a position? We have a variety of positions available. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

OFFICE/COMMERCIAL

CLINICAL OFFICE

SPACE

Call for more information and to schedule a viewing. Call Ashley @ 865-1020

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OFFICE/COMMERCIAL

CLINICAL OFFICE

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Call for more information and to schedule a viewing. Call Ashley @ 865-1020

FINANCIAL SERVICES

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Are you interested in applying for a position? We have a variety of positions available. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

OFFICE/COMMERCIAL

CLINICAL OFFICE

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SERVICES

APPLYING FOR A POSITION

Are you interested in applying for a position? We have a variety of positions available. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

OFFICE/COMMERCIAL

CLINICAL OFFICE

SPACE

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HELP WANTED

APPLYING FOR A POSITION

Are you interested in applying for a position? We have a variety of positions available. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

OFFICE/COMMERCIAL

CLINICAL OFFICE

SPACE

Call for more information and to schedule a viewing. Call Ashley @ 865-1020

PAID IN ADVANCE

APPLYING FOR A POSITION

Are you interested in applying for a position? We have a variety of positions available. Call for more information and to schedule a viewing. Call Ashley @ 865-1020

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1+	12+	1+	3+
3+	3+	8+	1+
3+	1+	1+	1+
2+	1+	1+	1+
3+	1+	1+	1+

8	1	6	9
1	5	4	7
1	6	1	7
5	2	1	5
6	6	9	2
3	4	2	1
6	2	4	2

CALCOKU

DIFFICULTY THIS WEEK: ★★

Fill the grid with the numbers 1-9. Only one number in each row and column. The numbers in each white cell will form "cops" that combine to produce the target number in the top corner using the mathematical operation indicated. A one-digit target should be met with the target number in the top corner. A number can be repeated within a row or column as long as it is not the same row or column.

SUDOKU

DIFFICULTY THIS WEEK: ★★

Place a number in the empty boxes in such a way that each row, column, and each 3x3 square contains all of the numbers one to nine. The same numbers cannot be repeated in a row or column.

ANSWERS ON P. 9

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legals
CONTINUED

Auditors to consider the submission of an amended application for Section 506 Guarantee Loan Fund. A full report is anticipated to be

drawn the draft application to be filed for Public Review and comments. The report is to be completed by the end of the month of December 12, 2012 at the Planning & Economic Development Office, 190 Church Street, Suite 307, City of Burlington, VT 05401. For more information on this application, please contact the Planning & Economic Development Office at 802-255-1234 or visit the website at www.burlingtonvt.org.

NOTICE OF MULTISTORAGE LICENSE
012601 ENCL 27000000
106601 Bn for 10
Hawthorne, VT 05701

The notice of multistorage license is to be filed for Public Review and comments. The report is to be completed by the end of the month of December 12, 2012 at the Planning & Economic Development Office, 190 Church Street, Suite 307, City of Burlington, VT 05401. For more information on this application, please contact the Planning & Economic Development Office at 802-255-1234 or visit the website at www.burlingtonvt.org.

be distributed to Order Good Storage for all applications. The report is to be completed by the end of the month of December 12, 2012 at the Planning & Economic Development Office, 190 Church Street, Suite 307, City of Burlington, VT 05401. For more information on this application, please contact the Planning & Economic Development Office at 802-255-1234 or visit the website at www.burlingtonvt.org.

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COMPREHENSIVE DEVELOPMENT ORDINANCE— Bowntown Transition District Expansion ZA 14-04

Public Hearing Date: 11/04/12
First reading: 09/02/12
Referred to: Ordinance Committee
Second reading: 11/04/12
Action: adopted
Date: 11/04/12
Signed by Mayor: 11/03/12
Published: 11/12/12
Effective: 12/04/12

The Appendix A, Comprehensive Development Ordinance, of the Code of Ordinances of the City of Burlington and hereby is amended by a Mending Map 4.2.1-1, Base Zoning Districts, 4.4.1-1 Mixed Use Downtown Districts, 4.4.1-2 Residential Zoning Districts, 4.4.1-3 Side Street Building Height Subblock and 5.1.3-1 Parking Districts to expand the Downtown Transition District boundary along the west side of South Champlain Street by straightening the boundary line and bringing the district boundary to the South Champlain Street frontage. Primarily changing the zoning district for 161 and 167-169 South Champlain Street (Parcel ID numbers 019-0-005-020 and 019-0-004-020 respectively) from Residential High Density to Bowntown Transition.

Map to be amended

- 4.2.1-1 Base Zoning Districts
- 4.4.1-1 Mixed Use Downtown Districts
- 4.4.1-2 Residential Zoning Districts



See attached Map excerpts for changes

Balance of Maps 4.2.1-1, Base Zoning Districts, 4.4.1-1 Mixed Use Downtown Districts, 4.4.1-2 Residential Zoning Districts, 4.4.1-3 Side Street Building Height Subblock and 5.1.3-1 Parking Districts as written

- * Material stricken and deleted
- * Material underlined added.

4.4.1-2.005 Street Building Height Subblock



5.1.3-1 Parking Districts



COMPREHENSIVE DEVELOPMENT ORDINANCE--
Adaptive Reuse and Residential Bonus
ZA 15 13

Public Hearing Date: 11/04/13
Next meeting: 06/13/15
Referred to: Ordinance Committee
Second reading: 11/04/13
Action adopted:
Date: 11/04/13
Signed by Mayor: 11/07/13
Published: 11/13/13
Effective: 12/04/13

That Appendix A, Comprehensive Development Ordinance of the Code of Ordinances of the City of Burlington be and hereby is amended by amending Sections 4.4.5 Residential Districts, Table 4.4.5-6 Adaptive Reuse Bonus and Table 4.4.5-7 Residential Conversion Bonus, thereof to read as follows:

Sec. 4.4.5 Residential Districts

(a) - (c) As written

(d) District Specific Regulations

The following regulations are district specific exceptions, incentives and standards unique to the residential districts. They are in addition to, or may modify, city-wide standards as provided in Article 5 of this ordinance and district standards as provided above.

1.6 As written

? Residential Development Bonuses

The following exceptions to maximum allowable residential density and dimensional standards in Sections 4.4.5.2 and 4.4.5.3 may be approved as any combination subject to the maximum limits set forth in Table 4.4.5.6 at the discretion of the CDR. Any bonuses that are given pursuant to this ordinance now in effect shall be applied as an exception to the limits otherwise applicable.

A. B. As written

C Adaptive Reuse Bonus

Development in excess of the limits set forth in Tables 4.4.5.2 and 4.4.5.3 may be permitted by the CDR subject to conditional use review for the selection, siting, design and substantial conversion of an existing non-conforming use, structure, principal use, non-residential structure and/or conversion within a historic building to a permitted residential use provided the structure has not previously been converted from a residential use to a non-residential use. Any such development shall be subject to all of the following conditions:

- The structure shall not have previously been converted from a residential use to a non-residential use.
- The building shall be listed or eligible for listing in the United States Department of the Interior's National Register of Historic Places or the Vermont State Register of Historic Places.
- The gross floor area shall not exceed the pre-development gross floor area of the existing structure by more than twenty-five (25) percent.
- The density limits of the underlying residential zoning district as set 4.4.5(d) above shall not apply. Residential density, the intensity and extent of development, shall be limited by gross floor area maximums as set forth in Table 4.4.5.6 below.
- The building exterior, massing and relationship conform to the requirements of Part 5, Historic Buildings.
- Neighborhood commercial use less than 1,000 sq. ft. gross floor area may be permitted by the CDR subject to the applicable

requirements of Sec. 4.4.5(d)(5)(A) above. Neighborhood commercial uses 1,000 sq. ft. or larger in gross floor area shall not be permitted. In combination, the sum of neighborhood commercial uses shall be limited to no more than 50% of the gross floor area of the existing structure, and
(reg) Lot coverage shall not exceed

Table 4.4.5-6 Adaptive Reuse Bonus

District	Maximum Coverage	Maximum Density (units per acre)
RL, RL-W	Greater of 50% (adj. 2% with exclusivity allowance) or equivalent by more than 10:1:1 total of 175% of pre-existing building coverage	8 units RL 2% with exclusivity allowance
RM	Greater of 40% (adj. 2% with exclusivity allowance) or equivalent by more than 10:1:1 total of 175% of pre-existing building coverage	10 units RL 2% with exclusivity allowance
RM, RM-W	Greater of 40% (adj. 2% with exclusivity allowance) or equivalent by more than 10:1:1 total of 175% of pre-existing building coverage	10 units RL 2% with exclusivity allowance
RH	Greater of 30% (adj. 2% with exclusivity allowance) or equivalent by more than 10:1:1 total of 175% of pre-existing building coverage	10 units RL 2% with exclusivity allowance

D Residential Conversion Bonus

Development in excess of the limits set forth in Tables 4.4.5.2 and 4.4.5.3 may be permitted by the CDR subject to conditional use review for the conversion of an existing non-conforming non-residential structure, principal use, or conversion within a historic building to a permitted residential use provided the structure has not previously been converted from a residential use to a non-residential use. Any such development shall be subject to all of the following conditions:

- The structure shall not have previously been converted from a residential use to a non-residential use.
- Any structure proposed for demolition shall not be listed or eligible for listing in the United States Department of the Interior's National Register of Historic Places or the Vermont State Register of Historic Places.
- Lot coverage and residential density shall not exceed

Table 4.4.5-7 Residential Conversion Bonus

District	Maximum Lot Coverage	Maximum Density (units per acre)
RL, RL-W	50% (adj. 2% with exclusivity allowance)	8 units RL 2% with exclusivity allowance
RM, RM-W	40% (adj. 2% with exclusivity allowance)	10 units RL 2% with exclusivity allowance
RH	30% (adj. 2% with exclusivity allowance)	10 units RL 2% with exclusivity allowance

E. As Written

- * Material stricken or deleted
- ** Material not added

1

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FRONT DESK RETINA CENTER OF VERMONT

Retina Center of Vermont is looking for a friendly, motivated individual to work the front desk in our South Burlington office. The ideal candidate would have medical office experience, enjoy working with people of all ages and, most importantly, work well in a team-oriented environment. This is a full-time, 40-hour per-week position. We offer a competitive benefits package and a casual, friendly work environment. If you are interested, please email your resume and a brief paragraph about why you would like to work with us to ccandrews@retinacentervermont.com.

Lucy and Heidi are
hiring directors and
teachers to join our
growing children's team!

Email inquiries to
Kris@Newpsvt.com,
or call 802-872-9930.

Goldfield Established construction firm seeks experienced carpenters/finishers

carpenters/carpentry role with reliable transportation and a positive attitude. Positions available immediately EOE. Women are encouraged to apply. In order to receive to goldfieldconstruction@gmail.com

EASTMAN BENZ, LLC

Assembling innovation one part at a time

Inside/Outside Sales Professional

Are you a motivated person? Do you have a genuine curiosity about technology and interest in meeting people who change the world? Eastman Benz is looking for a salesperson to grow our customer base and help build mutually beneficial relationships with clients requiring printed circuit board and electro-mechanical assemblies. A proven sales history and a minimum of an associate's degree with an emphasis on technology are required. Overnight travel is not required. Eastman Benz is offering a competitive base salary plus commission as you can learn on growing parts sales.

JOB RESPONSIBILITIES

1. Develop new leads and introduce them to the services Eastman Benz offers
2. Track sales process using a CRM software
3. Work with management team to meet strategic goals
4. Work with the client to analyze and identify component weaknesses/needs
5. Work with the client to develop sales material and lead generation opportunities
6. Thrive in a work lifestyle with environment

JOB REQUIREMENTS

1. 80% inside salesperson, 20% outside sales
2. Past experience in lead generation/prospect experience using Hovers or other lead generation tool
3. Past experience in call selling
4. Proficiency with computers and MS Office Suite
5. Minimum of an associate's degree required
6. Valid driver's license, proof of insurance and reliable car required
7. Ability to work 40 hour week with overtime when required

ADDITIONAL SKILL PREFERENCES

1. Proven circuit board knowledge
2. Previous experience using a CRM database or equivalent
3. Previous electrical engineering knowledge
4. Ability to blend confidence and humility driven by a genuine desire to understand client requirements

ABOUT EASTMAN BENZ

Eastman Benz is a small, dynamic contract manufacturing company that partners with local technology companies to manufacture printed circuit board and electro-mechanical prototypes and small volume production runs. Eastman Benz has been on an exponential growth path since 2009 and is projected to remain on this same trajectory in the next coming years. You will be joining a young, vibrant group of professionals who are passionate about technology and strive to maintain a balanced work-life work culture.

Check out www.eastmanbenz.com for more information. If you are interested in applying for this job send your resume to dave@eastmanbenz.com.



Director of Public Programs

The Vermont Humanities Council, a nonprofit organization headquartered in Montpelier, seeks a Director of Public Programs to develop, implement and supervise the council's public programs. Relevant experience in program management and bachelor's degree required; advanced degree desirable. Candidates should demonstrate broad background in the humanities, especially literature and history, have strong organizational skills, experience implementing programs, and excellent writing, public and computer skills. EOE.

Please send cover letter, resume and three references to: Vermont Humanities Council, ATTN: Human Resources, 11 Locust Street, Montpelier, VT 05602, or email ben@vhcvt.org.

Country Home PRODUCTS

Country Home Products, winner of the "Best Places to Work in VT" award, is looking for a **HUMAN RESOURCES GENERALIST** to join the team in Vergennes!

This position will manage the company's benefit plans, process the bi-weekly payroll using ADP, coordinate Workers' Compensation and OSHA reporting activities, recruitment and on-boarding activities, and support managers with employee relations.

Qualifications

- Bachelor's degree and 3-5 years of human resources experience required. PHR or SHRM certification a plus
- Payroll, benefits and recruitment experience
- Must be adaptable and flexible during change
- Excellent interpersonal, communication and problem-solving skills

Please apply with a cover letter and resume to: https://home.adp.com/recruit/id=7187361



Koffee Kup Bakery has been a bakery manufacturer of donuts and rolls for over 73 years with a commitment to the local community and New England. Join a rapidly growing company with a proven record of success in one of these key positions at our Burlington facility.

Warehouse/Shipping Workers

- ▶ Pick up and deliver products from packaging to warehouse
- ▶ Verify accurate counts of finished products and supplies
- ▶ Organize and store finished products into assigned lot numbers
- ▶ Load and unload trucks
- ▶ Operate all warehouse equipment in safe manner

Hours Available

- 8 pm – 11:30 pm Sunday Monday Wednesday Thursday Friday
- 10 pm – 6:00 am Sunday Monday Wednesday Thursday Friday
- 7:30 pm – 4 am Sunday Tuesday Wednesday Thursday Saturday

Floater Job

Will fill a variety of manufacturing positions in production and packaging. This position requires the ability to change readily from one task/department to another as necessary. Effective communication skills a must for the ideal candidate. Must have good mathematical skills.

Hours Available

- 9 am – 5 pm Sunday Monday Wednesday Thursday Friday

Oven Operator

- ▶ Ensure proper setup of oven and operation of machinery
- ▶ Frequently inspect conveyor belt to ensure smooth flow of trays, donuts and rolls
- ▶ Ensure product quality
- ▶ Monitor line for speed, temperature and adequate load of bakery products

Hours Available

- 1 pm – 9:00 pm Sunday Tuesday Wednesday Thursday Saturday

Sanitation Worker

Sanitation of all equipment and work areas in the plant in compliance with company specifications policy related to OMPs and safety.

Hours Available

- 1 pm – 9:20 pm Sunday Monday Wednesday Friday and 9 am – 11:30 am Saturday

All available positions are for a workweek with two nonconsecutive days off.

Requirements

- ▶ Ability to frequently handle material from floor to shoulder and pushing/pulling/carrying
- ▶ Ability to read, comprehend and communicate safety labels and orders
- ▶ Gloves, hair nets, ear plugs and uniforms are required
- ▶ Ability to consistently stand/walk and to frequently bend/kneel/squat/lunge
- ▶ Product weight: up to 50 pounds
- ▶ Compliance with all safety standards and regulations per company policy

In return for your talent, we offer competitive wages and outstanding benefits including major medical dental vision 401(k) with matching funds, long- and short-term disability and life insurance, and paid vacation, holidays and sick time.

To apply, complete an application stating past on and off shift (available at koffeekupbakery.be or at our facility) and send it to hr@koffeekupbakery.be or drop off at facility 430 Riverside Avenue Burlington.

Seasonal Sales Associates



We're looking for mature, creative people with strong customer service skills. Retail experience preferred. Please send resume for: The Christines Left, Attn: Debbie Kelly 3055 Shelburne Road Shelburne, VT 05482, 988-4166, thechristinesleftvt@gmail.com



Associate Director of Family Support, Education

Are you committed to improving the lives of children with disabilities and their families? Cohad a family support team in their work providing information, support and resources to families of children and young adults with special needs, individuals and professionals. Manage education grants, oversee grant budgets, train and supervise staff, and collaborate with partners in the community around disability issues.

Content expertise needed in education systems, specifically special education and Section 504. Proven leadership and communication skills, experience working with families, and knowledge of disability-related issues necessary. Experience parenting a child with special needs required. Bachelor's degree preferred. Full time, 30-37.5 hours/week.

Please send cover letter and resume to HR@vfn.org or HR, Vermont Family Network, 600 Blue Park, Suite 240, Williston, VT 05495.

Family Resource Coordinator

Family support organization seeks skilled professional for the Children's Integrated Services/Family Intervention program in Chittenden County to conduct home visits, assist in the development and coordination of early intervention service plans, and communicate with multiple agencies and school districts. Must have experience parenting a child with special needs, knowledge of family-centered care, early childhood development and community resources for families with young children, and strong communication skills. Full time, 30-37.5 hours/week.

Please send cover letter and resume to HR@vfn.org or HR, Vermont Family Network, 600 Blue Park, Suite 240, Williston, VT 05495.



Manager of Finance & Accounting

The Vermont Judiciary seeks to add a Manager to its leadership team. Reporting to the Chief of Finance & Administration, this position directs the finance, budgeting and accounting team of five in support of an organization of about 400 employees, \$40+ million budget and over 25 locations.

The ideal candidate will have four or more years of proven financial and accounting leadership experience for a public or private entity. At least a bachelor's degree and solid credentials are desired.

This position is open until filled but preferred consideration will be given to candidates who apply before December 2, 2013. Please apply by email at JUDITH@STATE.VT.US or by post to Office of the Court Administrator, Human Resources Department, 100 State Street, Montpelier, VT 05609-0701. Written employment applications and furnished references may be required at a later date.

The Vermont Judiciary is an equal opportunity employer.

Health Law Advocate

Vermont Legal Aid seeks a full-time advocate in its Health Care Ombudsman Project located in Burlington.

Responsibilities include: Investigating and resolving complaints and questions from Vermonters regarding health insurance and health care; advising consumers about their rights and responsibilities; assisting beneficiaries with appeals and maintaining case records. Must be able to work as a team member doing extensive telephone work in a busy environment. The position requires excellent communication and research skills and the ability to learn quickly. Prior health care, human services, insurance, or advocacy experience is desirable. A demonstrated commitment to social justice is also a plus. Bachelor's degree or equivalent experience required. Starting salary \$23,300+ DOE, four weeks paid vacation and excellent fringe benefits.

Send cover letter, resume, contact information for three references and writing sample no later than December 1 to:
Eric Avdeken, Executive Director
c/o Sandy Burra
Vermont Legal Aid
P.O. Box 1367, Burlington, VT 05402
or email to stacey@vtlegalaid.org

Applications will not be considered complete without all four required documents listed above.

Equal Opportunity Employer — women, minorities, and people with disabilities encouraged to apply



PROGRAM MANAGER

Multi-state nonprofit has an immediate opening for an experienced grant management professional to join the team.

Responsibilities include administering all aspects of older worker job training program including planning, staffing and managing program activities to achieve grant objectives.

College degree and 3-5 years' experience required. Position located in St. Albans.

Please email cover letter with salary requirements, and resume to:

HR@vermontassociates.org

INDEPENDENT OWNER-OPERATORS

In anticipation of a very busy season, we are looking to add independent owner-operators for the remainder of 2013 and beyond.

We are a fast-growing company looking for independent operators to deliver and install appliances for prestigious retailers in the northeastern market.

Rewards of being your own boss include earning potential of \$300K+ weekly, weekly commission settlement, comprehensive support, and training.

You must have a valid driver's license, pass a background check, have a clean MVR, the ability to purchase or lease a 24- to 26-foot straight truck, and strong customer service skills to begin getting on the road to financial success.



Please visit www.bdwsolutions.com to apply.

You also may call 802-238-1130 for immediate consideration.

HowardCenter

DEVELOPMENTAL SERVICES

Employment Consultant, Project Hire — Job ID 1716

Dynamic professional sought to join our supported employees of teams providing a wide array of employment services to our clients. FT

MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES

Data Manager, MAT — Job ID 1707

Provide overall data management/analysis to HC and other regulatory agencies. HS diploma, FT

Sub Clinician, Substance Abuse, MAT — Job ID 1705

Provide individual, group and family counseling to patients dependent on opiates. FT, temporary, may become permanent after three months. Master's a Requirement

Awake Overnight Clinician Assist — Job ID 1714

Immediate need for awake overnight staff in psychiatric hospital division/relaxation program. BA FT Saturday. Taxidermy/ps.

Residential Program Coordinator, Northern Lights — Job ID 1634

Provide clinical oversight for transitional house for previously incarcerated women. FT Master's required.

Substance Abuse Clinician, MAT — Job ID 1604

Full-time, long clinical experience, ideally 10 years or with potential to become a permanent position.

Director, Crisis Services — Job ID 1506

Master's or doctorate level clinician sought to provide leadership and management of three adult mental health and substance abuse crisis programs. Spring 2014 opening.

Hub Interim Services Coordinator — Job ID 1647

Provide assessment, case management to clients willing/Childcare Clinic opening. Master's

Reach-Up Clinician — Job ID 1665

Provide Reach-Up individual/family employment and self-employment support services. Master's FT.

Reach-Up Case Manager (2) — Job IDs 1668 and 1664

Provide integrated service planning, coordination and case management to Reach-Up participants

Alight Over Day Clinician Act 1/3 Bridge — Job ID 1661

Thirty weeks overnight hours in busy crisis program. Bachelor's preferred. Benefits

Clinician Act 1/3 Bridge (2) — Job ID 1665

24/7 substance abuse crisis program seeking two FT clinicians (20 hours/week and 30 hours/week). Benefits

Case Manager (2), Safe Recovery — Job ID 1179

Serves coordination/specialized services to people who are at drugs transition from active use to recovery

CHILD, YOUTH, & FAMILY SERVICES

Interventionist, Enhanced Family Treatment — Job ID 1706

Great opportunity to provide safety and treatment to children with severe emotional, behavioral and/or psychiatric disturbances through therapeutic foster care or within their families

Interventionist, Inclusion — Job ID 1650

Discover the power of what one person can do! Develop therapeutic/monitoring relationships with students. FT Ed.

Clinician, Early Childhood Mental Health — Job ID 1675

Culturally competent and constructive to provide family support, case management and consultation to families/young children. Knowledge of and experience working with multi-ethnic/culturally diverse families/communities required. Fulltime, FT Master's

Interventionist, FCIS — Job ID 1679

Offer community based support/guidance to children with emotional/behavioral challenges.

Residential Clinical Supervisor II — Job ID 1679

Overall clinical accountability for individual and group therapy implementation of treatment plans and documentation in relational setting working adolescents/teens with sexual harming behavior. FT

For more information, please visit our website www.howardcentercareers.org.

Positions of 20 or more scheduled hours are eligible for compensation benefits package. HowardCenter is an Equal Opportunity Employer. Minorities people of color and persons with disabilities encouraged to apply. EOE/TF. Applicants needing assistance or accommodations completing the online application please contact: Human Resources at 802-482-4990



Bolton Valley

of Bolton, Vermont

Bolton Valley will host 300 FAIRS on November 2 and 3, 10 a.m. - 3 p.m., in our Sports Center. Please join us for immediate interviews with hiring managers. We are hiring for:

Lift Operations	Marketing
Food & Beverage	Accounting
Ski & Ride School	Groomers
Snowboard Manager	Snowmakers
Nordic Center	and much more.
Guest Services	

Check out our website: boltonvalley.com for more information and online applications



Warehouse Specialist

Vermont's leading ceramic tile operation has a full-time position available in our busy warehouse. This position includes delivery service (must have a clean driving record)

We offer an exceptional benefits package and a great work environment

Motivated individuals with attention to detail, apply in person Monday through Friday, 10 a.m. - 3 p.m.

Best Tile

2871 Leary Road
Wilton, VT 05495
www.besttile.com
802-651-0346

BEST TILE™

POSITION IN THE RETAIL SERVICE DEPARTMENT OF VT-BASED CONVENIENCE STORE SUPPLIER:

Full-time, Vermont-based convenience store supplier looking for an energetic person in the Retail Service Department to merchandise stores. The position does involve some overnight travel. Candidate must have honesty, integrity and possess a positive and confident attitude. Must be able to work independently and also with the merchandising or sales team. Valid driver's license required. High school education or higher. Comprehensive benefits package offered.

SEND RESUME TO DAVID GILBERT, 91 CANTAMOUNT DRIVE, MOUNTAIN, VT 05468, 802-693-5105, EXT. 231 OR DAVIDG@DSOW.COM.

**Country Home
PRODUCTS**

Country Home Products, winner of the "Best Places to Work in VT" award, is seeking for a **HUMAN RESOURCES COORDINATOR** to join the team in Vergennes!

The position candidate will provide support to a variety of projects and initiatives in the HR department. Primary responsibilities will include all aspects of the seasonal recruitment process: assistance with other recruitment activities, seasonal orientation, issuance of data lanyards in electronic and paper employer files and administrative support for the HR department.

Qualifications:

- Associate's degree or equivalent or three years of related experience
- Recruitment and HR experience
- Skilled with the use of Microsoft Office and/or Google applications
- Adaptable and flexible during change
- Strong attention to detail and excellent communication skills

Please apply with a cover letter and resume to: help@countryhome.com?ref=11/13/12



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jobs posted
every day!**

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ATTENTION RECRUITERS:

POST YOUR JOBS AT SEVENDAYSVT.COM/JOBS FOR FAST RESULTS OR CONTACT MICHELLE BROWN MICHELLE@SEVENDAYSVT.COM

The State of Vermont

For the people... the place... the possibilities.

DISASTER RECOVERY GRANTS MANAGEMENT SPECIALIST

Agency of Commerce and Community Development

The Agency of Commerce and Community Development (ACCD) is seeking an experienced Disaster Recovery Grants Management Specialist to work with the Department of Housing and Community Development (DHCD). The Disaster Recovery Grants Management Specialist will be working with the U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant Disaster Recovery (CDBG DR) program, regional planning commissions, regional development corporations, nonprofit and for-profit organizations and developers, municipalities, and internal staff to ensure compliance of all regulations and all reporting requirements of the CDBG DR Program. Duties will entail working with multiple federal reporting systems, an internal database and a state reporting system. The position will report to the Director of Grants Management.

Qualifications:

- Ability to provide technical assistance at a professional level with a focus on grants management, onsite compliance monitoring, environmental review, labor standards, Davis Bacon requirements, procurement, contracting, auditing, and project closeout
- Ability to analyze and apply complex laws, rules and regulations
- Ability to write summaries and addendums to non-compliance
- Ability to be a team player with the patience and skill to train others
- Strong interpersonal, leadership, and oral communication skills

Education: Bachelor's in accounting, political science, or business administration.

Experience: Four years at a professional level in grants management, compliance monitoring, auditing, accounting, or financial management. Graduate degree in public administration or business may be substituted for one year of the required experience.

Reference job posting ID: 613849. Location: Montpelier. Status: Full time, limited service (end date: September 2017).

Application deadline: December 2, 2013.

TELECOMMUNICATIONS INFRASTRUCTURE SPECIALIST

Department of Public Service

Performs specialized investigations, analysis and advocacy for the Department of Public Service related to the present and future capabilities, quality, reliability and readiness of Vermont's telecommunications infrastructure. The position is responsible for understanding telecommunications technology and networks, and helping to establish and implement policies which promote the development and maintenance of telecommunications networks that meet the day-to-day and emergency needs of Vermont. An incumbent functions independently within broad policy guidelines. Work is performed under the general direction of the Director for Telecommunications.

Education and Experience:

- Master's degree in engineering, economics, business, public policy, or a scientific field related to telecommunications AND two (2) years or more of experience in telecommunications engineering, planning, service provision, or consultation in private industry or a regulatory agency
- OR
- Bachelor's degree in engineering, economics, business, public policy, or a scientific field related to telecommunications AND three (3) years or more of experience in telecommunications engineering, planning, service provision, or consultation in private industry or a regulatory agency
- OR
- Bachelor's degree AND two (2) years or more of experience in telecommunications engineering, planning, service provision, or consultation in private industry or a regulatory agency

If you would like more information about this position, please contact James Porter, james.porter@state.vt.us. Resumes will not be accepted via email. You must apply online to be considered.

Reference job opening ID: 613595. Location: Montpelier. Status: Full time. Application deadline: November 17, 2013.

To apply, you must use the online job application at www.careers.vermont.gov. For questions related to your application, please contact the Department of Human Resources, Recruitment Services at (800) 640-1857 (voice) or (800) 253-0191 (TTY/Relay Service). The State of Vermont offers an excellent total compensation package and is an EOE.



SEASONAL HIRING!

Work in our busy Contact Center.

Must have computer skills. Flexible due & evening schedules. Computers not for you? Opportunities also available in Fulfillment, Shipping, & Presentation.

In store hiring starts November 15th from 9am to 5:00 PM
Monday through Friday at our Shelburne Road Store
9900 Shelburne Road, Shelburne, VT

New Hires 19th & 22nd we will train in store Saturday
Savoy from 9:00 AM to 5:00 PM

We look forward to having you join the list

Ryan North Group
Radio North Group

COMMUNICATIONS AND ELECTRONICS TECHNICIAN

Radio North Group is an interconnect electronics technicians for the position of Communications and Electronics Technician. Position will be based in South Burlington covering northern Vermont and New York.

QUALIFICATIONS
3+ years of experience as an electronics technician with one or more of the following: networking, land mobile systems, wireless communications systems. Previous work with Motorola Communications Systems is a plus.

EDUCATION
Electronics school certificate or an A.S. degree in electronics, military electronics training and related work experience. Basic understanding of analog, IC, digital and microprocessor circuit.

SCOPE OF EXPECTATIONS
Problem-solving skills to troubleshoot critical communications systems day or night with minimal supervision. Must be skilled in use of basic hand tools and have computer skills with Microsoft/Windows and specific Motorola radio programming software with some training.

TRAINING
Must be able to learn new technical systems with on-site training as well as attending classes held at various locations.

BENEFITS
Competitive salary, 401(k) plan, vacation, paid health care is allowed and company vehicle for work-related travel.

Send resume and cover letter to John at john.p@radionorthgroup.com

Radio North Group is an equal opportunity employer

TEAM LEAD

MISAS Job ID 1062

Stabilization Treatment & Recovery Team (START)
is seeking **Team Lead** to oversee an innovative program incorporating peers into the service delivery system. This outreach-based leadership position provides clinical and administrative supervision, budget oversight, and resource allocation. Some on-call responsibilities are required. Master's required, license and/or QMHP preferred.

Please visit www.howardcenter.org to learn more.

Questions? 488-8930 or HRH@pds@howardcenter.org

Howard Center

180771

IT Computer Support/ Maintenance Supervisor

The Institute of Professional Practice, Inc., seeks an IT Computer Support/Maintenance Supervisor. Job requires a strong ability to analyze and solve problems, ability to make task, excellent verbal and written communication skills. Knowledge of Windows operating systems, Imaging Technology, maintenance/repair, and a willingness to learn are essential. CompTIA A+ certification is a must or equivalent education and experience.

Send resume and letter of qualification to:
PO Box 1249, Montpelier, VT 05601-1249
No phone calls, please. (C6)

Prevent Child Abuse Vermont

— TRAINER: TECHNICOOOL PROGRAM —

Prevent Child Abuse Vermont is looking for a trainer for TECHNICOOOL. The TECHNICOOOL Program provides training to 4th-12th grade students, their parents and educators. A successful candidate must have experience teaching and training adult learners and youth, knowledge of child and adolescent development, and knowledge and a passion for technology. A bachelor's or master's degree in child development, social work or education are required. The position requires organization, creativity and flexibility. This full-time position is based in Montpelier and includes extensive in-state travel.

Send cover letter, resume and three references to SEARCH, PO Box 626, Montpelier VT 05601 or pcav@pcavt.org

No calls, please. | F O E | www.prevent.org

DENTAL ASSISTANT

New dental practice in Bristol seeking a friendly and enthusiastic certified dental assistant. Three days/week to start, with the possibility of additional days as the practice grows. Training in mid-December with full schedule beginning in January.

Responsibilities include direct patient care, as well as cross training with office maintenance and front desk operations.

Health benefits, retirement contributions included. Salary commensurate with experience.

Send resume and cover letter to mouriel@thefamilydentistny.com

kmart

Kmart is hiring!

We have over 40 seasonal full-time and part-time positions available in all areas of the store with starting wages up to \$11/hour.

We offer a great place to work, scheduling flexibility and unmatched opportunities for advancement.

Ask any associate in your local store how to apply online, or visit our careers website at www.searsholdings.com. Click "Advanced Search" and type "07009" in the "STORE/UNIT" search bar to see all our current openings.

INSTITUTE FOR
**Sustainable
Communities**

Communications Officer US Climate & Environment Team

The Institute for Sustainable Communities is seeking a passionate, committed communications officer with exceptional writing and project management skills and superb attention to detail to join our US Programs team in Montpelier, VT. If you've got experience managing print and web projects, communicating about climate and sustainability issues, and working in a fast-paced environment, check us out!

Visit www.ifsustainable.com and apply to learn more about ISC and for instructions on how to apply. ISC is an equal opportunity employer.

You deliver the packages.
We deliver the funds.

SEASONAL DRIVERS

City Market is hiring experienced drivers for FedEx Ground®. Great opportunity, great pay.

INQUIRE IN PERSON!

Mon - Fri 9am - 5pm
337 Lenoir Hwy
Methuen, VT
(802) 881-8607

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**KELLY
SERVICES**

We're Hiring - Join our Team!

Facilities Assistant II

City Market is seeking a full-time Facilities Assistant to direct traffic in our parking lot during nights and weekends, perform general maintenance and daily custodial duties, bag groceries and help wherever needed. Qualified candidates must have outstanding communication skills, excellent customer service skills and the ability to handle stressful situations. Candidates must also have at least one year's experience with maintenance, equipment repair, and cleaning procedures. High school diploma or GED required.

Kitchen Shift Coordinator

City Market is hiring a dedicated and dynamic food service professional to fill the role of Kitchen Shift Coordinator in our busy production kitchen. This position helps supervise the prepared foods team during their scheduled shifts, including, but not limited to, hot and cold food preparation, deli case, maintenance and cleanliness of all food preparation areas and storage of foods during their shift. The person in this position motivates and provides prepared foods staff with the support required to ensure the highest level of service. Ideal candidates must have at least two years of professional cooking experience. An associate or culinary degree is preferred. Candidates must also have experience leading others, knowledge of production oriented kitchen operations and appropriate sanitation practices, and excellent communication and customer service skills. If you have the energy and skills this position demands, apply today!



City Market - HR
82 S. Winowski Ave.
Burlington, VT 05401
www.citymarket.coop

STAFF ATTORNEY

VERMONT LEAGUE OF CITIES AND TOWNS

The Vermont League of Cities & Towns (VLCT) seeks a Staff Attorney for its Municipal Assistance Center VLCT is a statewide association dedicated to serving and strengthening Vermont local government.

The Staff Attorney provides local government officials with legal counsel and timely information about their roles, responsibilities and statutory authority. Primary responsibilities include responding to member inquiries, delivering educational workshops, developing model ordinances, and writing legal opinions, monthly newsletter articles and other publications. This position offers broad experience in the laws, regulations, principles and practices of local government as well as employment law, planning and zoning, and public finance.

Excellent communication, research, writing, and teaching skills as well as the ability to work in a dynamic team environment are necessary. Comprehensive knowledge of local government, municipal law and general legal principles and practices required. Bachelor's degree in relevant discipline such as public administration, political science or government-related field required, law degree and admission to the Vermont Bar required. Three years of professional experience with a Vermont municipality or state agency in areas of municipal administration and responsibilities preferred.

The successful candidate will be offered one of three positions: Staff Attorney I, Staff Attorney II or Senior Staff Attorney. The position and salary will be commensurate with experience. Detailed job descriptions are available at www.vlct.org under classifieds. Excellent benefits. To apply, please send a confidential cover letter, resume and names/phone numbers of three references to: Human Resources, Vermont League of Cities & Towns, 89 Main Street, Suite 4, Montpelier, VT 05602, or email jobsearch@vlct.org with "Staff Attorney" as subject.

Resumes will be reviewed as they are received. Position is open until filled. EOE



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twitter.com/SevendaysJobs



CHAMPLAIN VALLEY OFFICE OF ECONOMIC OPPORTUNITY

<http://www.cvdo.org>

The Champlain Valley Office of Economic Opportunity seeks experienced, energetic, and committed individuals with a high degree of initiative to join our team!

VT. Tenants' Tenants' Advocate. Our ideal candidate will inform and advocate for tenants regarding their rights and responsibilities. Job responsibilities include providing information, counseling, and providing appropriate referrals to tenants with housing issues, including an initial housing assessment and providing appropriate referrals to tenants with housing issues, including an initial housing assessment and providing appropriate referrals to tenants with housing issues, including an initial housing assessment and providing appropriate referrals to tenants with housing issues.

Mobile Home Program/Resident Organizer. We are looking for a motivated problem-solver to provide education and outreach to residents of Vermont's mobile home parks. Job responsibilities include providing direct service to residents including individual advocacy, identifying resources and referrals to improve or maintain housing conditions, and providing financial and technical support for resident associations and resident-owned cooperatives. To apply to this 32 hours/week position, please send a cover letter and resume to employment@cvdo.org.

Successful applicants must have a bachelor's degree in an appropriate discipline and relevant experience, or a combination of education and experience from which comparable knowledge and skills are acquired, the ability to deal effectively, efficiently and respectfully with clients served by CVDO and with a broad diverse range of individuals and organizations in carrying out all assigned functions. A valid driver's license and access to reliable transportation is required.

We offer an excellent benefit package. To learn more, please visit www.cvdo.org. Review of applications begins immediately and will continue until suitable candidates are found.

CVDO IS AN EQUAL OPPORTUNITY EMPLOYER.

UPS IS NOW HIRING THROUGHOUT VERMONT



SEASONAL PACKAGE CAR DRIVERS

Full-Time Temporary Positions

\$14.10 per hour
Start for 20 years old or older with an acceptable driving record.
Must be able to drive standard shift.
Must meet UPS experience standards and requirements.
Must pass DOT physical exam.



DRIVER HELPERS

Seasonal Position in Your Local Area

Team up with a UPS Package Car Driver delivering packages weighing up to 70 lbs.

Earn Extra Holiday Cash

Work 2-3 hours per day for 4 to 6 weeks
\$1.50 Per Hour + Weekly 4 holidays Off

PART-TIME PACKAGE HANDLERS

Various Shifts Available

Must be able to lift parcels weighing up to 70 lbs.

Part Time Package Handlers Receive the Following Benefits:

Medical & Dental - 50% | Paid vacation - 10 days Off + Paid Sick

Could Lead to Career Opportunities!

APPLY ONLINE

upsjobs.com

UPS is an Equal Opportunity Employer

UPS will not discriminate against anyone. Please Note: Some positions in White wood.

DENTAL HYGIENIST

New dental practice in Bristol seeks a friendly and family-oriented hygienist to join our team. These days/week to start with the possibility of additional days in the practice given. Prevention and evidence-based focus a must. Training in mid-December with full schedule beginning in January. Responsibilities include direct patient care, as well as cross-training with office maintenance and front desk operations. Local anesthesia certificate required.

Health benefits, retirement contributions included. Salary commensurate with experience.

Send resume and cover letter to monsterehealth@dentistry8@gmail.com



Prevent Child Abuse Vermont

Prevent Child Abuse Vermont is seeking a **Family Support Program Coordinator** for Rutland, Bennington and Addison counties to develop and manage parent education and support groups. Based in Rutland, position involves travel to central and southwestern Vermont. Duties include recruitment, training and supervision of volunteers and collaborating with community partners. Knowledge of child development and child abuse, law of parent education/support, and reliable transportation required. Bachelor's degree in human services or related field required, master's preferred. Please send cover letter, resume and three references to:

Prevent Child Abuse Vermont, Coordinator Search
PO Box 829, Montpelier, VT 05601
or email pcar@pcavt.org

No calls, please. EOE. www.pcavt.org

Safety and Training Specialist



SSTA, a local not-for-profit, is looking to hire an experienced Safety and Training Specialist to research, design, develop, implement and maintain comprehensive training programs specific to the

organizational needs. SSTA offers competitive pay, paid holidays and vacation. All incumbents must successfully pass background checks and drug test upon offer of hire.

To apply for the position, please download an application from stanides.org and submit it to one of the following ways:

- Email to apply@stanides.org
- Fax to 802-242-7315, Allen Human Resources
- Mail to SSTA, Allen Human Resources, 1861 Main Street, Colchester, VT 05445
- In person at 2091 Main Street

EQUAL OPPORTUNITY EMPLOYER

Financial Manager

Vermont Center for Crime Victim Services

The Center for Crime Victim Services is seeking an experienced, hands-on Financial Manager. Primary responsibility is the financial management, monitoring and reporting on numerous federal and state grants disbursed to community-based nonprofits. Other responsibilities include agency budget development and management, financial reporting, creating and maintaining financial systems and internal controls. Bachelor's degree in accounting, business or financial management and five years of relevant financial and grants management experience required.

For a full job description, visit www.covvts.org. Per a full job description, visit www.covvts.org. Position is not a state employee. BOB

Please send cover letter and resume to www.gary@covvts.org
www.covvts.org Application deadline: November 27



LYND is a multi-service nonprofit that has served families and children throughout Vermont for 32 years. Our mission is to help children thrive by serving families with children pregnant or parenting teens and young adults, and adoptive families. We are currently seeking a professional to join our residential and community treatment team.

Independence Place Counselor

Full-time counselor position working 9 a.m. - 4 p.m. Monday through Friday. Counselor will provide parenting and life-skills support to pregnant and/or parenting women and their children in transitional housing programs. Excellent opportunity to participate in team approach to treatment and provide services and resources to young parents and their children. Bachelor's degree in human services-related field or five years' relevant experience required. Ability to work with a team and independently. Experience working with adolescents and fidelity are a must. Solid attention to detail, ability to multitask and strong written and verbal communication skills required. LYND offers a comprehensive benefit package including health, dental, life, disability and extensive time-off accrual.

Please submit cover letter and resume to Jessie Thoutouros, HR Manager, PO Box 4009, Burlington, VT 05406-4009, fax (802) 865-3816 or email jessie@lindvt.org

MILTON TOWN SCHOOL DISTRICT 2013-2014 School Openings

Substitutes Needed

Do you have extra time or a flexible schedule? Would you like to earn extra money? We are looking for Substitutes to cover our:

- RNs** (preferably with school nursing experience)
- Classroom Teachers**
- Instructional and Supervisory Aides**
- Food Service**
- Custodial Department**

Stop by our elementary school and pick up an application or download the application and process from our website, www.mtsd-vt.org.

Submit an application and names of references to:
Milton Town School District
Attn: Terry Mazze
42 Hemlock Ave.
Milton, VT 05468
Fax: 802-893-3213 EOE



ATTENTION RECRUITERS:

POST YOUR JOBS AT SEVENDAYSVT.COM/JOBS FOR FAST RESULTS, OR CONTACT MICHELLE BROWN: MICHELLE@SEVENDAYSVT.COM

Macy's at
Burlington Town
Center is now
hiring

Seasonal Sales Associates

Apply online at
macyjobs.com
or visit the store.



PROPERTY MANAGER FRANKLIN/GRAND ISLE COUNTIES

Don Chapman (Owner): There's more to it. After serving the affordable housing needs of a diverse group of people in Franklin and Grand Isle Counties as a full-time Property Manager, Don will continue to be available for the apartment and a number of properties including vacant solutions, rent collection, rent increases, lease renewals and compliance with federal, state and local practices.

Don Chapman (Owner): There's more to it. After serving the affordable housing needs of a diverse group of people in Franklin and Grand Isle Counties as a full-time Property Manager, Don will continue to be available for the apartment and a number of properties including vacant solutions, rent collection, rent increases, lease renewals and compliance with federal, state and local practices.

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Don Chapman (Owner): There's more to it. After serving the affordable housing needs of a diverse group of people in Franklin and Grand Isle Counties as a full-time Property Manager, Don will continue to be available for the apartment and a number of properties including vacant solutions, rent collection, rent increases, lease renewals and compliance with federal, state and local practices.

WASHINGTON COUNTY MENTAL HEALTH SERVICES INC.

Exciting new opportunity providing adults and families enrolled in Reach-Up the clinical services needed to support employment and self-sufficiency by addressing mental health and substance abuse barriers.

The **Clinician** will provide therapeutic and referral services, case management, and case review/case consultation for men and women enrolled in Reach-Up with a mental health or substance use disorder.

The clinician will work with both WCMHS Outpatient and State Reach-Up teams.

Apply for the opportunity to work with a team of professionals across several agencies on this new and exciting initiative!

Duties include:

- Work closely with Reach-Up case managers to provide targeted case management, service coordination and access to all clinical services
- Conduct case reviews
- Provide case consultation to Reach-Up teams on a regular basis
- Conduct assessments and provide individual therapy, group therapy and family therapy
- Screen and create treatment plan for individuals with substance abuse and mental health problems
- Make referrals for assessments, individual, group and family therapy, and medication treatment
- Complete all relevant documentation, including authorizations for services, clinical notes, treatment plans, administrative forms, etc.
- Participate in staff meetings, supervision and training

*Reach-Up helps families with children by providing assistance for basic needs and services that support work and self-sufficiency.

Send letter of interest/resume to WCMHS, Personnel, PO Box 647, Montpelier, VT 05601 or personnel@wcmhs.org

VERMONT WORKS FOR WOMEN OPERATIONS AND FINANCE ASSISTANT

Vermont Works for Women, a nonprofit organization helping women and girls recognize their potential and explore purpose and value in work that leads to economic independence, is seeking an Operations and Finance Assistant for our Windsor office. We're looking for an energetic, detail-oriented individual who is looking for a supportive stimulating work environment. Full-time position with generous benefits package and competitive salary.

Send cover letter, resume and references via email to aworkforw@vtworksforwomen.org or fax to 800-465-8822. For a job description visit www.vtworksforwomen.org. Applications will be accepted through November 15. IDE. No phone calls please.

For more info, visit www.vtworksforwomen.org.

VERMONT SMOKE AND CURE

SALES & MARKETING COORDINATOR

Vermont Smoke and Cure seeks a Sales & Marketing Coordinator to support our small sales team and promote in stores at events and via the web and social media.

A detail-oriented, multi-talented independent worker and team player who recognizes and develops opportunities and who wants to grow with us (and who might already be possessed by a passion for bacon and local farms) will be our successful candidate.

To apply, request a job description from rebecca@vtsmokeandcure.com

DENTAL OFFICE MANAGER

New dental position, in Bristol seeking enthusiastic and experienced office manager. 32 hours/week. Begin part time December 1. Full schedule when the practice opens in January.

Responsibilities include: front desk, scheduling, billing, payroll, financial planning, office policy development and implementation. Dental assistant cross training provided. Long term responsibilities will include direct supervision of additional front office staff as we grow. Health benefits, retirement contributions included. Salary commensurate with experience.

Send resume and cover letter to mountainhealth@dentistry0@gmail.com

WakeRobin

Are you looking for part-time work through the holidays?
Join our team of dedicated servers!

Evening & Every Other Weekend Shifts Available!

Servers benefit a fine dining experience for our residents. Experience as a server preferred but not required. We will train applicants who demonstrate strong customer service skills and a caring desire to work with an active population of seniors.

Wake Robin offers an excellent opportunity to build strong relationships with staff and residents in a dynamic community setting. Interested candidates please email your resume with cover letter to hr@wakeRobin.com or fax your resume with cover letter to HR, (202) 264-5144. IDE

Lamoille County Court Diversion Restorative Justice Programs is hiring a Youth Development Coordinator

Do you have a passion for youth development work?

Do you have case management experience?

Do you want to help young people successfully transition to adulthood?

LCCDRJP is a team oriented, nonprofit agency based at Hyde Park. We have a full time position for someone who possesses strong communication skills, a clear sense of boundaries, brings a business services background, and believes in restorative practices.

Responsibilities include case management services for youth ages 15 to 22 as they transition from DCFS/court custody to adulthood. A bachelor's degree and experience in a related field is required.

Interested individuals can apply by sending a cover letter and resume to the following email address: info@lccdrjp.com

Applications accepted until position is filled. LCCDRJP, Inc. is an equal opportunity employer. More information available at www.lccdrjp.com

BURLINGTON KIDS

After-school Assistant Site Directors and Core Staff Wanted!

The Burlington Kids after-school program seeks energetic, enthusiastic individuals to work at sites across the district. Ideal candidates for all positions will have significant experience working with elementary-age children in educational and/or licensed educational settings.

We are hiring two experienced educational leaders to serve as Assistant Site Directors alongside the Site Director and in collaboration with Burlington Parks & Recreation at the Edinboro and Champlain Elementary School sites. These leaders will help design and manage the program in close partnership with multiple stakeholders. Positions require strong administrative and supervisory experience, along with a passion for working with children.

These positions are 30 hours/week, offer a generous pay and benefits package, are exempt jobs and will be filled when highly qualified candidates are found. Application deadline: November 21.

BKals also seeks talented Core Staff members to join teams at multiple sites. These are part-time positions working with students Monday-Friday for approximately 15-20 hours/week and include an incentive plan. Hourly rates commensurate with skills and experience.

To apply for either position, please submit cover letters, resumes, three references with contact information and transcripts to:

Nate E. Moorman
Burlington Kids Lead Site Director
Email: nmoorman@burlvts.org

Burlington Kids offers enrichment and recreational opportunities alongside exceptional academic support on a schedule that meets families' needs for quality after school care.

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**OUR VISION
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Manager, Learning and Organizational Development

Full-time, day shift, 8am-5pm

The Learning and Organizational Development Manager is responsible for the development and implementation of training programs, strategies and processes in support of talent management and employee engagement. This position works closely with the organization's leadership to assess resources and other considerations to design, manage, implement and oversee learning processes to meet the individualized needs of the organization.

Responsibilities include a Bachelor's Degree in a related area with at least 6 years of leadership experience designing, planning and delivering a variety of learning programs using multiple mediums, previously in a healthcare setting. Previous leadership development experience, strong leadership and training delivery skills, high capacity to be a communicator and coach at senior levels and strong written and verbal communication skills are required.

The ideal candidate will demonstrate extensive familiarity with standard pedagogical theories, and will work in a learning and organizational development role with the ability to work independently and/or in a team environment.

The Manager will also be expected to have demonstrated proficiency in program design, both face-to-face and virtual experiences, and/or a combination of the two. The ideal candidate will have a dynamic, diverse and fast-paced environment with excellent attention to detail. Microsoft Office applications skills (Word, Access, Visio, PowerPoint) are necessary.

We offer an excellent benefits/comprehensive package.

Please apply online at www.FTEEC.org or for more information, contact

Chrip Midgley, Recruiter at chrip.guy@fteeec.org
Rutland Regional Medical Center
180 Allen Street, Rutland, VT 05701



Rutland Regional Medical Center
An Affiliates of Rutland Regional Health Services

**MILTON TOWN
SCHOOL DISTRICT
2013-2014
School Openings**

Food Service Department is looking to fill several openings. These are part-time, school-year positions. Min. rate of pay is \$11.53 (rate could be higher depending on experience) with no benefits.

(1) Cashier
Opening - 27.5
hours per week/
5.5 hours per day

**(3) Food Service
Server Openings -**
25 hours per week/
5 hours per day

Submit resumes through SchoolSpring.com or email resumes with three letters of references to the address listed below.

**MILTON TOWN
SCHOOL DISTRICT**
Attn: Terry Maxon
42 Herrick Ave.
Milton, VT 05468
Fax: 802-893-3218
www.MTSD-VT.org

Central Vermont
**Community
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HVAC, Refrigeration A

Full time Benefits Eligible Position

Middlebury College, located in Middlebury Vermont, seeks a HVAC, Refrigeration A technician who will be responsible for installing, repairing and maintaining heaters and refrigeration, plumbing systems and HVAC systems for campus buildings and facilities. The successful candidate will have a high school diploma or equivalent with appropriate technical school training in refrigerative systems, electro-mechanical systems and plumbing systems. Knowledge of refrigeration, electromechanical and plumbing systems necessary. RSES Type I and II Certified Refrigerant Technician required. Must be able to work independently with ability to troubleshoot and solve complex heat and refrigeration issues. Familiarity with large building systems preferred.

Why work for us? Middlebury College is a nationally recognized liberal arts institution. Our employees enjoy a high quality of life with excellent compensation, competitive benefits, dental, life, disability, retirement, and vision benefits and educational assistance programs. As the tenth largest employer in Vermont and an institution with operations on five continents, Middlebury's workforce is one of its most valuable assets. Thus the college is firmly committed to the success and development of its employees.

To view the full job description and apply online, please visit:
<http://applehr.com/407508>



Director of Human Resources

Bass Harbor Club is now recruiting for a Director of Human Resources. This is a year round position with our seasonal resort and oversees all facets of the HR function. As the Director of HR, you oversee all recruitment of seasonal and year round positions, benefit administration, workers compensation, employee relations, training, legal compliance and employee housing. The ideal candidate will have at least five years' experience in an HR Generalist capacity with a focus on recruitment, employee relations and training. Bass Harbor is a family owned and operated seasonal resort located on the shores of Lake Champlain. We employ 30 year round staff and up to 300 seasonal staff. This is a wonderful opportunity to work in a gorgeous setting with fabulous people.

For more information about Bass Harbor Club please visit www.bassharbor.com

Interested applicants: please send resume and cover letter to Rachel Novak, Director of Human Resources
rnovak@bassharbor.com
(802) 473-2844

Bass Harbor Club is an Equal Opportunity Employer

Financial Manager

SSTA, a local nonprofit, is looking to hire an experienced Financial Manager. Office duties range from day to day accounting and financial reporting, budget development and management, database reporting, and analyzing and maintaining financial systems and controls. This position is part of the management team and will oversee two employees.

Bachelor's degree in accounting and five years of relevant experience required. SSTA offers competitive pay.

paid holidays and vacation. All incumbents must successfully pass background checks and drug test upon offer of hire.

To apply for this position, please download an application from sstavermont.org and submit it in one of the following ways:

- Email to applicants@sstavermont.org
- Fax to 802.238.7181, Attn: Human Resources
- Mail to SSTA, Attn: HR, 209 Main Street, Colchester, VT 05445
- In person at 209 Main Street



HowardCenter Shared Living Provider program seeks individuals or couples to share their Chittenden County home with people with intellectual disabilities and/or autism spectrum disorder

30 something male or couple sought to support a young man on the autism spectrum with a co-occurring mental health diagnosis. This guy enjoys fishing, riding his scooter, a ball, dogs and playing the guitar. Successful candidate(s) are creative, engaging, have strong boundaries and are willing to support someone with challenging behaviors as an active team member. No children in the home.

HowardCenter

Generous, live free stipend, respite budget and community-based support provided. Please contact Marisa Hamilton: 486-6571

Structured and supportive home for a 19-year-old man who enjoys classical music and the Big Bang Theory! He is wanting an developing his independent living skills and really appreciates humor.

Early 2014: Home and dog-loving roommate(s) sought to support a vivacious young adult. Experience with trauma training a plus.

Central Vermont
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Council



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Kinsey Pike Insurance offers a competitive salary and comprehensive benefit package.

Interested candidates should email resume and cover letter to Terry Hughes at thughes@kinnepoke.com. A full job description can be found at kinnepoke.com.

Kennedy Pike is an equal opportunity employer.

Accounts Receivable Coordinator

The Institute of Professional Practice, Inc. is a private nonprofit human services and educational organization serving people with developmental and other disabilities throughout New England and Maryland. The corporate office, located in central Vermont, is recruiting for an Accounts Receivable Coordinator. Duties will include assisting the Senior Accounts Receivable Coordinator with coding and entering cash receipts, reconciling bank accounts and collecting client allowances and insurance account balances.

The appropriate candidate will possess excellent customer service and analytical skills, be detail-oriented and well-organized, and demonstrate a fast-paced and challenging work environment. Minimum qualifications include an associate's degree in accounting or two years' experience in bookkeeping, working knowledge of Microsoft Excel, and excellent verbal and written communication skills. EPI offers competitive wages and a comprehensive benefit package.

Please send resume and salary requirements to:
 IFTI Accounts Receivable Coordinator, PO Box 1248,
 Montpelier, VT 05601 or e-mail to work@ifti.org. EOE



Expecting nothing but change for world

Working conditions in the quality workplace? Consider that the term of Vincent is a university and defense workplace. We will let a computerized search for working conditions research for us. All these research. This research and others are related to the

Abstract *Journal of Management Development*, 1991, 10(3), 193-200. The *Office of the Vice President of International Business Development* provides a model of a business unit that contains a VPM, providing an interface between internal and external stakeholders and a focus on the development of business units. The unit's responsibilities include identifying, evaluating, negotiating, and creating business opportunities, as well as providing support and resources to business units. The unit's primary focus is on the development of business units, and the ability to be flexible and innovative in response to changing market conditions. The unit's primary focus is on the development of business units, and the ability to be flexible and innovative in response to changing market conditions. The unit's primary focus is on the development of business units, and the ability to be flexible and innovative in response to changing market conditions.

The further information on this website and others currently available, as to apply on line about our services at www.asapinfo.com, Job Hotline (002.604.226) telephone 0800.456.1234, asap@asapinfo.com or postcard electronically. Major reasons are not accepted, but conditions are applied daily.

The University of Toronto is an Equal Opportunity/Affirmative Action Employer. Minorities and women are encouraged to apply. Please contact Human Resources at (416) 978-2000 for more information.

The State of **Vermont**
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PUBLIC GUARDIAN

Department of Disabilities, Aging and Independent Living

The Office of Public Guardian seeks an independent, energetic and organized person to protect and oversee the legal and human rights of individuals under court-ordered guardianship. This position covers a caseload of individuals with developmental disabilities or age-related cognitive impairments in northeastern Vermont who require assistance and judgment for critical decision making in a number of life domains (such as medical, residential, legal, contractual decisions, and financial). At times, a high level of stress is associated with this position.

The successful applicant will have a bachelor's degree, strong emotional self-regulation skills, and excellent communication and interpersonal skills. Applicants must understand the needs of individuals with disabilities and services and opportunities for meeting those needs. Must be able to work well with diverse teams, learn a variety of computer applications, and be available for emergency response at night and on the weekends. Extensive travel within northwestern Vermont is required.

For more information, contact Joan Stephens at (802) 388-4693 or email joan.stephens@state.vt.us.

Reference job posting ID 613815 Location: St. Albans, States: Full time
Application deadline: November 22, 2013

To apply, use the online job application at www.careers.vermont.gov

For assistance, contact the Department of Human Resources, Recruitment Services Division at (855) 828-6700 (voice) or (800) 253-0191 (TTY/Relay Service). The State of Vermont offers an excellent total compensation package and is an Equal Opportunity Employer.

The Charlotte News
AD MANAGER/
SALES

The *Charlotte News* has a commission-based, part-time position. Flexible hours (average 19/22 per week). Work is concentrated around our biweekly production schedule. Sales glow, basic digital layout skills and a sense of humor are good starting qualifications.

Respond by email only,
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THE BETTER HOMES AWARD (BHA) is a long tradition of the associations where we celebrate and recognize our members' fine craftsmanship, excellence in housing design, architecture, interior design, landscaping and remodeling. This year we introduced our new online program, thanks to eRelevance. It allowed BHA/Vermont members to enter their projects, to have BHA/V judge the entries, to give recognition to our sponsors encompassing a public platform for people to view and vote for this year's People's Choice Award category. We were thrilled at the response and excitement for our program. Please make sure to check out all our entries and our winners at www.bhavt.com!



Photo Credit: Susan Shaw

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food

50. What was Vermont food like when you moved to St. Johnsbury in 1973?

ES: The Northeast Kingdom of Vermont was not a food area in 1973. There was game — it was a big thing. And it was kind of outside of cheddar cheese. There was a certain appreciation for dairy.

The quality of home cooking was mixed, shall we say. People made great doughnuts with lard they had rendered. And there was an appreciation of simple syrup-making different [when it came] from different people. It was certainly not regional. There was no local sense of great raw materials.

51. How have your tastes changed since you started *The Art of Eating in 1988*?

ES: I don't think they've changed, but I think I've become more aware of them. While I love really rustic food, and I tend to cook slightly refined food, the food I respect most and [that] I think I've realized I'm very appreciative of is very refined food, and the amount of skill and talent that refined food represents in a luxury restaurant.

On the other hand, I've become more conscious, in the other direction, [of] how tough it is to find somebody who cooks in a more rustic environment and knows it well, when you consider that [such an environment is] disappearing in Western culture and people will eventually lose a feeling for what it is.

52. Do you feel limited eating in the Northeast Kingdom?

ES: People say, "You must order a lot of food!" [It's] one of the author pains [I did for *The Art of Eating*]. I was really interested in goat-neck cheese and went to the south of France to do that. It was fairly humble travel, a lot of going to markets and seeing what the cheeses were and using the cheese maker afterward or at that time. At one point long ago, I was interested in pizza. I went to Naples realizing that's where to go. We don't eat out in Vermont very often.

53. If you wrote a version of the book just about Vermont, what would be your top five foods?

ES: Definitely heavy cream. Green beans from my garden — boiled. We bought some exquisite frozen pork chops at the St. Johnsbury farmers market from Timonette's pigs. They were from some guy — Yankee Chicks a Coop or something [Yankee Coop, owned by Jeff and Jessica

Nemethi] is his real business. I'll go out on a limb and say Champlain Valley. We took [yep], I think you have to say Vermont cheddar — wonderful cheddar cheddar. It's no one doing a side-by-side taste test, it would give itself away. And I think you could mess up with another five with equal claim.

55. What is the most essential of the 50 foods?

ES: I once said in a restaurant moment that I'd had to choose between going up wine or down it. I would go up wine. I don't know if that's really true, but I did say it.

56. Your 50 choices lean toward France and Italy. Do you like other world cuisines, too?

ES: It is a very Euro book. It's a true observation. It's a fair criticism. My defense would be [that] you can't know all the world's food well. What's lacking in the world these days more than in the past is a point of view and this book has one. I don't think you can write with as much feeling if you're just really an omnivore in that random kind of way.

57. What's your guilty pleasure?

ES: I don't think you should have guilty pleasures. I eat vast amounts of butter and cream. I'm blessed with good genetics and low cholesterol. The doctor, when he got my cholesterol back, wrote me a note that said, "Dear Mr. Bell, Your cholesterol levels are enviable."

Too much cream is my guilty pleasure, preferably raw. The whole thing about raw cream is you don't want to cook it — then it's not raw anymore.

I would use it for anything you would use cream for — raw and liquid, glossy or whipped. I've also cultured it.

58. Are there any foods you can't stand?

ES: I'm really not fond of peanut butter codices. It is the peanut/butter thing — peanut butter frosting, peanut butter oil. There are very few things I don't like — only three or four. I like almost everything, but people are always saying, "You're so picky!" But I'll eat many more things than [they] will. I just want them to be good. ☺

INFO

50 Foods: The Essentials of Good Food by Edward Geier. Penguin Press. 416 pages. \$15

What's on this week

Jump to

Wednesday - Ray Vega Quartet/8PM

Friday - DJ Disco Phantom/9PM

Saturday - Hotel Vermont & Whistle Pig present Boss Hog's Speakeasy with Kat Wright and the Indomitable Soul Band/8PM
\$10 at the door

Monday - Trivia/7PM

— go to info.102.7.com/events



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community

HOUSEHOLD VERMONT INFORMATIONAL

VERMONT These informational workshops include a variety of programs from a self-paced online household financial literacy, available by phone 5-9 p.m. Free. vermontinfo.org, 802-263-2825

MENTORING DISCUSSION GROUP "No outside" is the King Street Center's signature food program, providing even the most difficult working food on its boundary setting. King Street Center, Burlington, 5:30-6 p.m. Free. ksc.org, 802-435-4335

CONFERENCES

WASHINGTON BUSINESS & EDUCATION COUNCIL ON LEARNING Not an end-of-the-year report. Jeffery Tuck is preparing his conference agenda for the future and today's agenda is the future. The Business & Education Council on Learning is a national organization that provides leadership in the field of learning. Washington, D.C., 11/19-20/13. \$100-\$150. wbec.org, 800-555-5555

concerts

GREEN HUMANISM CHAPTER OF THE DISCOWOMEN "GOLD OF GREEN" is a collection of songs from current projects and previous work. Green Humanism Chapter of the Discowomen, Burlington, 7:30-9:30 p.m. \$10-\$15. greenhumanism.org, 802-435-4335

education

CHARTERED 1212007 DEVELOPMENTAL, PHYSICAL & HEALTH EDUCATION For the first time, the Charter 1212007 Developmental, Physical & Health Education program is available to all students. The program is designed to provide a comprehensive, integrated, and individualized approach to learning. Burlington, 11/19-20/13. \$100-\$150. charter1212007.org, 802-435-4335

WASH STATE FOR COLLEGE PRESENTATION Students from four colleges will present their research on the future of higher education. Washington State, 11/19-20/13. \$100-\$150. washstate.edu, 802-435-4335

WASH STATE FOR COLLEGE PRESENTATION Students from four colleges will present their research on the future of higher education. Washington State, 11/19-20/13. \$100-\$150. washstate.edu, 802-435-4335

etc.

RESEARCH ON FOOD BANKS A new study shows the impact of food banks on the economy and the food bank industry. Research on Food Banks, Burlington, 11/19-20/13. Free. researchonfoodbanks.org, 802-435-4335

YOUNG MEN'S CHURCH COLLEGE HALL HALL Looking for a place to study? Young Men's Church College Hall is a place to study. Young Men's Church College Hall, Burlington, 11/19-20/13. Free. ymc.org, 802-435-4335

YEARLY 100% OF VETERANS MEETING The annual meeting of the Veterans' Association is a place to meet. Veterans' Association, Burlington, 11/19-20/13. Free. veterans.org, 802-435-4335

film

RESEARCHING FILM FESTIVAL An exciting mix of 30 films, spanning from the 1950s to the present, is being shown at the Researching Film Festival. Researching Film Festival, Burlington, 11/19-20/13. Free. researchingfilmfestival.org, 802-435-4335

CON POWER: THE FILM A film about the power of the word. Con Power: The Film, Burlington, 11/19-20/13. Free. conpowerthefilm.org, 802-435-4335

SHINE BRIGHT The short film "Shine Bright" is a story about a young woman who is struggling to find her place in the world. Shine Bright, Burlington, 11/19-20/13. Free. shinebright.org, 802-435-4335

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Taking Flight

Channeling Tomlinas Van Zandt and Gillian Welch through an Appalachian lullaby can phone line, the Stray Birds specialize in using living harmonies and delicate arrangements to make their original songs sound old. Tapping deep into folk traditions, this three-piece all-acoustic string band from Pennsylvania creates genuine, heartfelt music that combines country, bluegrass and folk. The Stray Birds have earned critical and popular love for their self-titled 2012 album, which NPR has called "one of the finest debuts of the year from a band to watch."

THE STRAY BIRDS

Sunday, November 17, 4 p.m., at Richmond Free Library, \$12.50 advance, \$20 day of show. the-straybirds.com, valleystage.net



LIST YOUR UPCOMING EVENT HERE FOR FREE

All submissions are due by 11:59 a.m. on the Tuesday before publication. Find our convenient form at submitcal.org.

For a full list of events, visit submitcal.org. For a full list of events, visit submitcal.org. For a full list of events, visit submitcal.org.



LISTED AND NOT LISTED IN SEVEN DAYS

LISTED AND NOT LISTED IN SEVEN DAYS. LISTED AND NOT LISTED IN SEVEN DAYS. LISTED AND NOT LISTED IN SEVEN DAYS.

PHOTO BY JEFFREY TUCK

Dream a Little Dream

Carroted by his jealous brother, a young man finds love in a new lead as an *one-person musical*. Young composer Andrew Lloyd Webber found love, too, when he collaborated with lyricist Tim Rice on this fanciful, family-friendly adaptation of the Old Testament tale of Joseph and his coat of many colors. The song-through musical incorporates a mix of popular styles, from Elvis-esque rock and roll to headbuns to cyprien, and a choir of 25 kids keeps the energy high. Celebrating its 40th anniversary, Washington's Lyric Theatre Company — the second largest youth volunteer organization in the U.S. — demonstrates once again that "any dream will do."

JOSEPH AND THE AMAZING TECHNICOLOR DREAMCOAT

Thursday and Friday November 14 and 15 7:30 a.m. Saturday November 16 2 and 7:30 p.m. Sunday November 17 2 and 3:30 p.m. at Lyric Theatre in Arlington 541-361-1414 lyrictheatre.org



NOV 14-17 | THEATRE



NOV 17 | MUSIC



NOV 19 | MUSIC

Grand Canyon

On her website, Lauren Fox describes herself as an "actress, singer, writer, restaurateur, bleeding heart, New Yorker." But recently the multi-talented Fox has taken some time away from the Big Apple to serve as an artist-in-residence at Corbin State College. Her latest production, "Canyon Folkies: Over the Hills & Under the Covers," is an homage to the famed Grand Canyon folk scene of the late 1940s, featuring the music of Jan Marshall, Crosby, Stills & Nash, Jackson Browne and others. As *New York Times* critic Steven Haskin observes, Fox's show is no mere stroll down memory lane. It's a fine machine. "With her long, straight hair and full-length dress, and her classical know-how, she embodies [the era] physically and spiritually," he writes. "She knows more about the period than most people who lived through it."

LAUREN FOX, "CANYON FOLKIES, OVER THE HILLS & UNDER THE COVERS"

Thursday November 19 7 p.m. at Corbin Theater Corbin State College 541-311-1414 464-7114 corbintheater.edu



Looking Inward

In response to a famous machinist who had invited him to a party, Charles Darwin once wrote, "I am very much obliged to you for sending me cards for your parties, but I am afraid of accepting them, for I should meet some people there, to whom I have sworn by all the saints in heaven, I never go out." Darwin was an introvert — just like Albert Einstein, Barack Obama, Eleanor Roosevelt and Diane Sawyer. In his book *The Everything Guide to the Introvert Edge*, local psychologist Arnie Kozak encourages introverts to embrace their personalities. "To be an introvert in today's world requires freedom from the noisy cult of extroversion," writes Kozak, who can talk at Phoenix Books Washington will explain how introverts can be a virtue.

ARNIE KOZAK

Tuesday November 18 7 p.m. at Phoenix Books Washington 731-1111 443-3333 phoenixbooks.biz

NOV 19 | WORDS

1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 26

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THEATRE

NO VIOLENCE FOR CIVIC ENGAGEMENT SINCE A BACHIN LECTURE SERIES Attorney John Bachin returns to Burlington's Church Street audience in "The Art of Violence: The Law of the Law." Tickets: \$10. Info: 362-3650

LEAGUE OF WOMEN NOVELISTS OF THE CHAMPLAIN VALLEY Invites Cam & Cuddlesman novelists and members and the public to hear novelists invited to present in a panel. 402 Forest St. west, South Burlington 5:30 p.m. Free. Info: 860-4302

HARTWOOD BOWL The Hartwood Bowls game is a student contest where guests attend the service and sit in a variety of the Upper Valley's Green Mountain Community College. 8:30 p.m. Free. Info: 860-4302

ST MICHAEL'S COLLEGE FACULTY PANEL Professors of psychology, philosophy, chemistry, and political science discuss "The Future of the Future: An Exploration of the Future and the Future of the Future." 8:30 p.m. Free. Info: 860-4302

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ADULT COMPUTER WORKSHOP Participants get both hands-on and how-to papers at a one-day mini-tutorial. Prices: Nov 5/6 Long Learning: South Burlington 10:30 a.m.-5 p.m. Info: 964-0322.

books

ELDER RESEARCHER EMMETT HILL TALKS Meet author Emmett Hill at the "How the Weather in Vermont is Born" talk. Talker: Emmett Hill at Church's South Burlington 7 p.m. \$5. Info: 964-0322.

books

BOOK DISCUSSION: JOHN CANTON'S FISHING **BEFORE & AFTER MIDDLE AGE** by Thomas Sayers Lewis. Discussion with author Robert S. Jackson's Book Man. An evening of Poole's Birds. Speaker: Robert S. Jackson. Community: Middlebury 7:30 p.m. Free. Info: 964-0322.

SHOPS & TRADES Fairs Participants (Book's Market) to give presentations of specific experiences, which can include the names and characteristics of the goods. Goods: Arts, Music, etc. Location: Williston, N.H. 2:30-5:30 p.m. Free. Info: 838-0168.

TUE.19

dance

WINE TO FORMAL DANCE Students receive self-empowerment info, making meditation. Location: Middlebury. Address: info by request. Info: 964-0322. Dates: Nov 19-20. Info: 964-0322. Info page: 360-742-1612.

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films

WILLOW Hilary Swank and her mother-in-law are the stars of the quiet but powerful story about a woman who must prove herself in a male-dominated world. Location: South Burlington 10:30 p.m. Info: 964-0322.

food & drink

A FINE OLD FASHION BURGERS **COFFEE WITH PUMPKIN & PINE** 2-5 p.m. Info: 964-0322. Location: Middlebury. Address: info by request. Info: 964-0322. Dates: Nov 19-20. Info: 964-0322. Info page: 360-742-1612.

games

MAGIC: THE WAY OF THE WIZARD Series of workshops for the magical world of the wizard. Location: South Burlington 7 p.m. Info: 964-0322.

health & fitness

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family-friendly

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Come Celebrate with us!

WHAT: Holiday Open House Party

DATE: November 14, 2013

TIME: 5:00 - 7:30pm

PLACE: Gardener's Supply, Williston

- Hands-on ornament wreath making classes
- Pre-registration required call 802-556-3433
- Free gift to the first 100 guests
- Light snacks, beer and wine
- **Save \$5-\$20** on our holiday favorites
 - contribute the party *The sale continues through 12/17 at both our garden centers

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10am - 6pm at these locations:
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Hannaford Supermarket in Plattsburgh



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Presented by:

**VERMONT FEDERAL
CREDIT UNION**

Hosted by:



calendar

TUESDAY

musicals

GRAND OLD FASH The seasonal tale has delivered an energetic show celebrating the vibrant art of double bass with 100 Special High Performing Arts Center Senior Mountain Resort 3:00pm \$65-65 Info: 802-556-3433

WHEEL SOCIETY OF SOUTHWEST VERMONT Wheelchair accessible open house: the local wheelchairers' group. Times: 10:00am-12:00pm. Location: Burlington. Info: 802-556-3433

LAUREN FINE In Conversation: Over the Hills and Under the Covers: the actress and singer performs the 1980s musical. Location: at Colchester's Third Level. Contact: 802-556-3433

WILTON COMMUNITY BAND **REHEARSAL** Please members will come on the band prepares for the December Holiday Concert. 1:00pm. Location: Wilton. Info: 802-556-3433

MONEY & INVESTMENT A special program features a discussion by Mary Mulligan and Mary Paul. Location: at the 1000. Info: 802-556-3433

THE VERMONT FOLK-HERITAGE Local children's musical. Info: 802-556-3433

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seminars

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films

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theater

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concerts

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FLYNN CENTRAL VERMONT LIBRARY BOOK **EXCHANGE** Authors share their presentations about their books. The book exchange is held at the Flynn Central Library. Location: Flynn. Info: 802-556-3433

WED.20

calendar

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Rehab and train without pain.



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Join us at our **OPEN HOUSE**
Thursday, November 21
4:30-7pm
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Rehab from surgery or train through injury with **Alter G's** unique unweighting technology. This anti-gravity treadmill reduces the impact of running or walking while your body goes through the normal healing process.

"The **Alter G** allowed me to begin running 6 weeks before my doctor cleared me to run on land...it allowed me to incrementally transition back into full training."

The **Alter G** is used in many ways with a range of benefits:

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- Weight control and reduction
- Strength and conditioning for older patients

➔ Meet our many talented providers and learn about everything CVMC Rehab Services has to offer.

➔ Enter our raffle and win a **30 minute Alter G session, a Functional Movement Screening or a Gait Analysis** with Kerry McCarthy.

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Central Vermont Medical Center
Rehabilitation Services
Central to Your Well Being / cvmc.org

CLASS PHOTOS • MORE INFO ONLINE

PLATEAU

Instructor: **Scott** designed ground cardio and strength work from scratch while lifting your soul. **Body Day: 10:30 to 11:30 a.m.** Location: **Barre 202** 414 Maple Community 202 07000, Barre, Suite 2K Burlington Burlington Suite 2300 05400 202 0600 cvmc@centralvermont.com, barre@centralvermont.com

tai chi

LIVING ARTS Tai Chi CHENG all welcome to take a class as an exercise or to learn the art of Tai Chi for its physical, mental and spiritual benefits. **Classes:** 10:30-11:30 a.m. Location: **Barre 202** 414 Maple Community 202 07000, Barre, Suite 2K Burlington Burlington Suite 2300 05400 202 0600 cvmc@centralvermont.com, barre@centralvermont.com

MOVEMENT JOURNAL

MOVEMENT JOURNAL is a movement journaling practice that uses journaling as a tool to explore movement and the body. **Classes:** 10:30-11:30 a.m. Location: **Barre 202** 414 Maple Community 202 07000, Barre, Suite 2K Burlington Burlington Suite 2300 05400 202 0600 cvmc@centralvermont.com, barre@centralvermont.com

YOGA

YOGA is a practice that combines physical postures, breathing exercises, and meditation. **Classes:** 10:30-11:30 a.m. Location: **Barre 202** 414 Maple Community 202 07000, Barre, Suite 2K Burlington Burlington Suite 2300 05400 202 0600 cvmc@centralvermont.com, barre@centralvermont.com

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 \$25 adults, \$21 students
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soundbites

BY DAN BELLES



A Funny Thing Happened

I don't know about you, but I had a pretty funny week.

It started Friday night at the **SPARKS OUTRIGGER** touring company's late show at the Flynn Space — the last of their shows they did here last week. I can't go good conscience after any serious critical insight on the show, since one of my oldest and dearest friends, **BARBARA**, is part of the group. I will say that I laughed a lot, and I would suggest that any time you have the chance to see professional improv comedy in the area, you take it. It's fascinating, and at times harrowing at first, the comedic equivalent of a high wire act. I'd add that there are several burgeoning local troupes — most sporting under the **SPARKS** banner — carving out a niche for improv in Vermont where we're worth checking out, too.

And if you do, I'd like to offer one small, humble suggestion. Stop being so small, humble suggestion.

Generally speaking, the emergence of comedy in the Vermont mainstream is a relatively new phenomenon. So, understandably, there's been a lot of flaking out process for local audiences. I've had conversations with veteran local comics in recent years where they sometimes feel like Vermont audiences are still acclimating to the time and atmosphere of a comedy

show and are not always completely comfortable with it.

I've noticed it, too. There can be a certain stiffness, a hesitance to fully engage, to let your guard down and laugh at a well-crafted joke that's maybe a bit off color, but not obscene or otherwise just cuts too close to the funny bone. Sometimes it seems local crowds just need to lighten up a little.

For example, at the beginning of the UCB show the performers were working the crowd and riffing on local current events, such as the police shooting in the New North End and the F-35 debate.

Following a rather innocuous jab concerning the toilet topic, a woman on the far side of the room shouted, a shrill tenor of genuine how dare you outrage, in her voice, "But you don't have F-35s in New York!" (That sound you hear is me repeatedly slapping my forehead against my desk and knocking over my loaded VHS rack.)

Fortunately, the spectators at the final round of the Vermont's Funniest Comedian contest at Club Metronome on Saturday were thicker skinned. And they were treated to a transcendent showcase of the state's best and brightest standup comedians.

live culture
VERMONT ARTS NEWS • VIEWS

The 12 contestants, narrowed down from a field of 60 over three rounds by some influential judges — including two lawyers from the Just for Laughs festival in Montreal and Boston-based comedians/producers **KARY MARINO** — were, from first to last, very solid and even transcendent.

JETHRO WOLF, **ADAM RENAY**, **KYLE GAGNON** and **CAROLAN LOGAN** were tabbed as finalists, finishing in that order, according to the judges' tally. They took home an assortment of loot, including cash, free headdress and slots at next year's Green Mountain Comedy Festival, among other goodies.

On any other night, you could have made a case for any of these comics as the overall winner. But this night belonged to **PAUL GAGNON**, who delivered a flawless set. I've been impressed by Davidson before, but he's at a different level now. His jokes are crisp, clever and well timed and were seamlessly with occasional off the cuff one-liners — he had a few dunders, especially at the expense of the Canadian judges, who apparently didn't take his barbs personally. His witty style kind of reminded me of **JOHN MULHALL**, which isn't a bad thing.

I was a bit surprised that last year's champ, **ADAM RENAY**, didn't make the final cut. His act was certainly deserving. **DONNIE MULLARNEY**, who turned out the best set I've seen from him, outstepped some dark and deeply personal material while maintaining his composure, albeit perspective. I would have placed both in the top five. Then again, I'd have a hard time choosing who would have made it from the three who did. That's a nice problem to have, and it speaks to the growing wealth of comedy talent in Vermont we're lucky enough to enjoy — as long as they don't pick about P-35s.

Hey, Fred!

As you likely know, this Saturday, November 16, comedian **FRED MCELROY**, of "Saturday Night Live" and "Portlandia" fame, is performing two shows at the Unitarian Universalist Church in Burlington. Because he's Fred-douglas-Artistic, you probably don't need me

GAGNON/STYL: JEFF WILSON

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THE DEFLATORS
VIN THOMAS, THE CLIMATE OF THINGS

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JACOB LUTHE/STYLUS

STYLUS: JEFF WILSON

STYLUS: JEFF WILSON

STYLUS: JEFF WILSON

For up to the minute news about the local music scene, follow @dotmusic on Twitter or read the Live Culture blog sevendaysvt.com/liveculture.

INFO: 802.497.1111 | 802.498.0400

101, Williston Rd., S. Burlington

WED.13

burlington area

FRANKY & D Karaoke 9:30pm, Free

HALLS OF MINE Shared Anniversary w/ DJ Cray (shared) (cover) 10pm, Free

HOUSE SHEDS DRUMMERS (all) Reggae/South Africa/Blues (cover) 8:30 p.m. \$2000 AA

J.P. & P.J. Pub Quiz with Dave (intro) 7pm, Free

Karaoke with the Lady 9:30pm, Free

JUMPERS AT HOTEL VERMONT Hip/Rock/Quebec 10pm (intro) 7pm, Free

LAURENCE & PETER W & A First Assist (C) 8:30-10:30pm

Chloe's Performance (all) 7pm, Free

HAMMATION PIZZA & PUP Open Mic w/duo/duo 7pm-10:30pm, Free

MEETAR 9:30pm-12:00am (intro) 8pm, Free

RAVING BEARS Soul/Club (intro) 8:30pm, Free

Rockin' Vibe 9:30pm-12:00am, Free

ON TAP BAR & GRILL Free Street Jazz 7pm, Free

RAVING BEARS Soul/Club (intro) 8:30pm, Free

Rockin' Vibe 9:30pm-12:00am, Free

RED WALKER The Local Sessions (intro) 8pm, Free

CLUB 210 (B&B) 8pm, Free

SECRET PASSAGE Josh Pender & Friends (all) 8pm, Free

central

RAVING BEARS Soul/Club (intro) 8pm, Free

CLUB 210 (B&B) 8pm, Free

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champlain valley

CLUB 210 (B&B) 8pm, Free

SECRET PASSAGE Josh Pender & Friends (all) 8pm, Free

RAVING BEARS Soul/Club (intro) 8pm, Free

CLUB 210 (B&B) 8pm, Free

SECRET PASSAGE Josh Pender & Friends (all) 8pm, Free

north

RAVING BEARS Soul/Club (intro) 8pm, Free

CLUB 210 (B&B) 8pm, Free

SECRET PASSAGE Josh Pender & Friends (all) 8pm, Free

RAVING BEARS Soul/Club (intro) 8pm, Free

CLUB 210 (B&B) 8pm, Free

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regional

HOMOPOLIS Open Mic 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

THU.14

burlington area

ARTWORK Open Mic 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

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CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free



FRIDAY IN ENGLAND IN 1970 (SANDHURST)

Grand Design

ENGLAND IN 1970 was a Louisiana-based collaboration between brothers Andrew and Dan Callaway and their dad, Leon Callaway, who was a fixture in the Athens, Ga., new-wave scene of the late 1970s. Taking after dear old dad, the younger Callaways trade in synth-y compositions of their own, a melodic, ethereal and at times grandiose blend of new wave, post-rock and classical compositional styles they've dubbed grandwave. Catch them at the Skinny Pancake in Burlington this Friday, November 15, with songwriter STEPHAN HANSEN.

champlain valley

CITY LINES 9pm w/ Topical Entertainment, 7-9 p.m.

ON THE WINE BARNEY Open Mic 7pm, Free

THE BROTHERS TAYLOR All-ages (intro) 8 p.m. \$4000 AA

HOGS & PIGS Open Mic 8:30pm, Free

FAIRER PUP CO. Open Mic (intro) 9:30pm, Free

northern

THE BROTHERS TAYLOR All-ages (intro) 8 p.m. \$4000 AA

HOGS & PIGS Open Mic 8:30pm, Free

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regional

HOMOPOLIS Open Mic 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

HOMOPOLIS Open Mic 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

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CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

HOMOPOLIS Open Mic 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

FRI.15

burlington area

BACKSTAGE PASS Open Mic (intro) 8:30pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

CLIVE RIGLEY 3 Contemporary Mixed Music 8pm, Free

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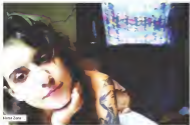
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SOUNDbites

CONTINUED FROM PAGE 37



Nina Zane

to tell you why that's awesome. Also, in off this writing, the late show is sold out and the early show is close, so a promise is a little redundant — if you're going,

you're going. Instead, I'd like to go along a quick true story in the spirit of "Portlandia" that I think Amosin would appreciate.

On Halloween night, I went to a friend's house in Burlington's Old North End to have dinner and pass out candy to trick-or-treaters. At one point, two young girls climbed the steps as another friend answered the door, candy bowl in hand. After dispensing with the formality of actually saying, "Trick or treat?" — seemingly a lost tradition, from what I can gather, and I blame the parents — they began to pore through Reese's and Milky Ways. After a minute or so, one of the girls turned her pointed face up to the friend holding the bowl. "I can't eat these," she said, visibly discouraged. Then, "Do you have any fair trade chocolate?"

Welcome to Burlington, Fred

BiteTorrent

Congrats to local songwriter **NINA ZANE** who last week won the 2013 Advance Music Singer-Songwriter contest at the Higher Ground Showcase Lounge. Zane's most recent record, *Tattoohead*, is one of the coolest local folk records you'll hear this year and is no my short list for consideration as one the best Vermont albums of 2013. You can catch her at Radio Beat this Sunday, November 17.

While you're at it, you can check out another AMBC winner of the Beat this weekend, **SHARONA BORD** is a Pittsburgh-based songwriter who won the 2011 contest. She's got a new album out, *The Road Home*, which will review

in coming weeks. In the meantime, catch her at the Beat this Sunday, November 16. She's also at Red Square on Friday, November 15.

Meanwhile, in Montpelier... indie record shop **Black Spider** is hosting something of a hopscotch for local indie music in the capital city. This Friday, November 15, the Langdon Street store hosts **AMBIENCE**, who have become one of my favorite Montpelier bands since their excellent 2012 record, *Now*. In a recent email, band leader **ARAH CLARK** writes that the band will test drive some new material that should appear on a new record later this winter.

Last but not least, we were saddened to learn that **BURRIS HARRY** passed away last week. For the unfamiliar, Harry, 57, was an owner of the Tablad Queen in City nightclubs that's back in the 1980s. In recent years, he hosted a weekly radio show on the online station WRSC.org, "Heart's Revived," which highlighted Vermont music from that era and drew connections to the current scene. It was a great listen, both for anyone nostalgic for the past and for those who, like me, missed out on that generation but appreciate local music history — and great local music.

You'd be hard-pressed to find a more supportive and enthusiastic patron of the Vermont music scene than Warren Hardy. He was a local treasure and he'll be missed. ☹

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Courtesy: Nina Zane

Listening In

A guide to what's new and hot, from the night track player list, to more.

DAYS, Live at the Hotel

LETHARGIA, Mostly strokes EP

SACCON FLUTES, EP

SHARONA, *Shardona*

STANLEY, *Out Loud*

Painting Politic

Artist Al Salzman BY ETHAN DE SIFE

Donald Rumsfeld and Dick Cheney smugly drink a no-tell martini at a tab of war. Skittled air traffic controllers direct drone strikes on petrified Muslim women. A panel of presidents, past and present, confidently mount a bloody-eyed, broken-backed soldier. These are just a few of the uncompromising, ripped-from-the-headlines tableaux in Al Salzman's new exhibit, "Subversive," at Burlington's Artslab gallery.

Perhaps "subversive" is the best word for his artwork, which employs bold, even garish, colors adorned-caricature techniques, and freewheeling text and images to communicate Salzman's political views.

Salzman 88, a longtime resident of Fairfield, defines himself as "a leftist—a socialist, essentially," but perhaps he's putting it too mildly. Even a quick perusal of his work suggests that the artist would be astir if with nothing less than a complete overhaul of the political system. "Most of my artwork is unabashedly propagandistic," he says with evident glee.

Like most propaganda, Salzman's artwork is not subtle—the better to inflame its viewers a sense of political outrage. But behind that overt enraging is technique that evokes German Expressionism: Max Beckmann, George Grosz and Otto Dix are among his inspirations, both for their stark depictions and their political conscience. Salzman admires how these artists—who came of age in the early 20th century—used their medium to "comment on the politicalistic grim reality that was gripping man in Germany between the two wars," he says.

And there is another, unexpected influence on the works in "Subversive": All of the paintings are presented in unusually shaped frames—most oval, some circular. "Rectangles and squares have dead corners," Salzman explains, "and ovals do not." Salzman explains, like use of this nondescript, commonly employed in Renaissance paintings, is more than a compositional strategy. It's also one way in which Salzman gives his work a religious undertone.

In their titles and content, too, the paintings use religion as an ironic context for scenes of apocalypses. "Via Defensor" depicts New York City cops abducting a young black man—Salzman's commentary on the city's controversial "stop and frisk" policy.

Another work, "Men Maxima Culpa," is even more religious: It depicts a weary, paged-out Catholic cardinal praying, his eyes to the heavens. In front of him is a young white boy, obese, a head of angels



MOST OF MY ARTWORK IS UNABASHEDLY PROPAGANDISTIC.

AL SALZMAN



"Men Maxima Culpa"

"Via Defensor"

"Via Salzman"

angry, points accusing fingers at him. "The pedophilia scandal in the Catholic Church is outrageous," Salzman declares. "They should have been prosecuted under RICO [Racketeer Influenced and Corrupt Organizations Act] laws."

Just a few years ago, Salzman retired from teaching art in public school, where, he says, he ran his classroom as if it were an atelier. "I'd introduce a project to the

kids, and I would always work alongside them, as they could see my process, as well," he says. He also made a point of using public-school tempera paint to create his works. "I figured, if I'm going to teach art, I would do my own work with the same medium as the kids, to see how far I could stretch it."

"Subversive" was curated just within the last month. Devoting down Pine Street one

day, Salzman found himself attracted to the words "DISESTROY APATHY" emblazoned on the corner of the Artslab building.

"I just burst in here, told me he loved that, and that he was going to send me some artwork," says curator Hilary Clark, 32. "Destructive Apathy" was seen at first a little violent and negative," she says, "but it's really uplifting and empowering people to acknowledge that there is a problem—and to try to fight against it."

Salzman brought his work for Clark's consideration, soon thereafter, she decided his paintings were well suited for a show in Artslab's gallery. "One thing immediately excited me about Al: He had a clear and distinct statement," Clark says.

The Artslab staff blocked off a couple of windows with custom panels to accommodate the nearly 50 paintings in the show. Some of Salzman's poems, which are just as necessary as his visual art, are also displayed. In both his written and painted work, Salzman lets us see all of the back. He clearly has no love for George W. Bush, but he's especially disappointed by Barack Obama, who, he says, has perpetuated "the most egregious policies of the Bush administration."

The show is not all flames and fire, though. The "Hamsterdam" series—charcoal drawings hung in their own "wing" of the gallery—stands out not just for its monochromatic palette, but because its imagery evokes shared human experiences rather than political apocalypses. Representing, via text, what also had a couple of paintings of slumlordism.

"I love slumlordism," Salzman says. "I think slumlordism is his legacy."

His paintings of "borderline" celebrate their athletic grace and easy movements. But, as with everything else in this show, there's a political angle.

"If it were up to me, I'd ban cars from inner Burlington and allow only skaters, bikers and rollerbladers," Salzman says, before unleashing his gentle ire against automobile emissions, the capitalist conspiracy behind traffic congestion and the money overkill and overpopulation that have made New York City nearly unlivable.

For Salzman and his artwork, the weather and the political are inseparable. ☐

INFO

"Subversive" by Al Salzman. Artslab, Burlington. Through January 31. Reception Friday 6pm-8pm or to a 30-pm. artslab.com

CONTEMPORARY ART

WORKS IN GLASS Clay sculpture created by students of Jeremy Gertzel. Through November 30 at Morse Jones Gallery in Alexandria. Info: 703-475-4750

contemporary gallery

TRAVELER & TRAVELER AT THE EDGE OF THE FOREST Selections from the Museum's collection, selected paired with recent works. Recently, large-scale impasto studies were made made from natural materials such as loam, bark, bark, and bark. Through December 31 at The Museum of Contemporary Art in Chicago. Info: 312-681-1000

CONTEMPORARY HOUSE CONCEPT A series of 100 drawings by 100 artists. November 10 through December 31 at The Art Center in Boston. Info: 781-552-0000

JESICA CUNY "Italiana Immagine" mixed work by the artist and her son, exploring the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

JENN O'BRIEN "Pushing Outside the Lines" international paper, pencils, and ink. Through December 31 at The Art Center in Chicago. Info: 312-467-1000

HEIDI MCNEELY "Lovers, some like diamonds, others like me" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

NECK KUTTER & MAJOR CLIMAX "Theater of the Mind" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

BLANK AND LIVES A multi-media sculpture series by the artist and her son, exploring the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

PORTFOLIO AT THE PINE "Theater of the Mind" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

SIXTH ANNUAL PHOTOGRAPHY CONTEST TAKE THE STREET Photo by the artist and her son, exploring the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

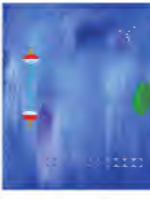
SHALL TREASURES "Theater of the Mind" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

TOM MERVIN Abstract paintings by the artist and her son, exploring the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

THE-ARTIST'S THIRTEEN SPACE An exhibition that explores the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

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Humberto Ramirez Humberto Ramirez uses this blend of acrylic paint to build up pop-art-influenced compositions. The chair of the art department at Loyola College in Chicago, Ramirez has shown his multimedia work nationally and internationally. He works past themes — including social issues, the power of language in shaping values and perceptions, and visual imagery — in his exhibit at Green Mountain College's William Rock Free Arts Center in Poulin, November 15 through December 17. "Flowers"

ART & THINGS AND THINGS, BY THE WAY Art by the artist and her son, exploring the relationship between a living organism and environmental systems and the increasing personal and social anxiety. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

CURT STRAUS "Theater of the Mind" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

DANIEL SWARTZ "Theater of the Mind" series of 100 drawings. Through November 29 at David R. Pritz Gallery, Chicago. Info: 312-467-1000

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movies

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SEE PAGE 10



PERSONAL PROPERTY Melvin Van Peebles (left) cowrote the film before it became a production of being owned by another nation being.

12 Years a Slave ★★★★★

Where are the screen American films about slavery? And how did I fail to note the priority of pictures addressing our national duty broadly? Just one of the great things about this great new movie is that it shines a light on a significant cinematic byproduct.

Virtually every year some film artists record scenes from with a sign set against the backdrop of New Democracy filmmakers revisit this shameful chapter in though it's the only way to go to for examples of movie's responsibility.

Stowaway in 12 Years a Slave remains as, however, slavery here now need to look elsewhere for answers of systematic slavery. And yet the list of signs about slavery is astonishingly short.

One of the earliest — *The Birth of a Nation* (1915) — was actually pro-slavery. Gene Wexler (1915) didn't give a damn. *Slaves on Parade* (1915) turned the subject into a mere thing. *Amos 'n' Andy* (1929) gave us a least tugging. *Darky* (1929) told us an indignant servitude. A TV miniseries at one time, that brings us to 2012's *Amos 'n' Andy*. *Slaves on Parade* (1915) turned the subject into a mere thing. *Amos 'n' Andy* (1929) gave us a least tugging. *Darky* (1929) told us an indignant servitude. A TV miniseries at one time, that brings us to 2012's *Amos 'n' Andy*. *Slaves on Parade* (1915) turned the subject into a mere thing. *Amos 'n' Andy* (1929) gave us a least tugging. *Darky* (1929) told us an indignant servitude. A TV miniseries at one time, that brings us to 2012's *Amos 'n' Andy*.

Well, it took a film to put the job done but

we finally have it, a masterpiece of plot and character from the viewpoint of a slave. How authentic is the portrait? Not only does it tell a true story but the remarkable individual whose story it is, a man named Solomon Northup (played by Chiwetel Ejiofor), who lived there on the Internet Movie Database. "Written: John Ridley (screenplay) Solomon Northup (based on 'Twelve Years a Slave' by)." Never mind how long it's been since you saw a serious movie about slavery — when have you ever seen a movie credit for an honor to God alone?

Chiwetel Ejiofor is simply magnificent as Northup, a free man living in America, NY, with his family in 1818, when he's sold to a young kidnaping for his own officers' career. After celebrating with his two roommates, he awakes to find himself shackled on the floor of an empty basement. With its echoes of *12*, the movie suggests the opening of a heart-rending film. The best of which it is.

Three actresses (Gloria and Shirley) remain faithful to Northup and remain to they describe an intelligent man's descent into hell beyond comprehension. As a case study every slave dealer, Paul Giamatti plays about as far from type as an actor can. He describes his human merchandise, stripped of clothing and dignity, in an unapologetic, confident, perfect, writing: shoppers with a

natural grace. "What makes you long to respect your slaves?"

Northup realizes survival will require hiding his ability to read and write, so he begins begging for help or dispirited. When he works up at the mercy of a perpetually drunken Louisiana cotton broker (Benedict Cumberbatch), it's clearly heart of darkness stuff. What we witness reads with the most chilling of movie *Lawrence* Texas realism.

Edwin Epke (Lynch), rages and passionately terrifies his workers. He's short, the job description. What sets him apart are little moments like making his wife, smug, telling him into his house and ordering them to dance to part of a creepy performance of a

party. His whippings, let's just say, are not for the faintest. They'd just tell the master of the (Christ) Wilson had done.

The director's exquisite compassion, the extraordinary poetry of the period dialogue and some of the year's most moving performances combine to make this film a movie that's usually compared to Spielberg's momentous *Schindler's List*. Both are masterworks. With McQueen's lead, and the significance of Spielberg's will come into full and horrifying force. Between them, the real story of human bondage in the last of the film is a fully told. Better late than never.

KEVIN KIDNAP

About Time ★★★★★

My favorite moment in *About Time* is when Bill Nighy playing a retired professor returns to his native town of his own life, visits how he has used his misadventure to read thousands upon thousands of books. He's like a superhero who has saved the world just to see read itself.

Using superpowers to make his own one dream is a great comic conceit, but the marketing of *About Time* presents it as something rather more elegant: a silent highly adorable romantic comedy in which Nighy's son (Dommon Gibson), who has inherited his father's ability to travel, uses it to woo Rachel Watson. Judging by *The Time Traveler's Wife* (2009), that's just what time travelers do.

Writer-director Richard Curtis — who directed *Love Actually* and scripted *Four Wedding and a Funeral* — gives us a film with a broader scope than the old romantic, relying on the romance to a modest dose of running time. At its best, *About Time* evokes one of the best time-warp comedies ever made: *Groundhog Day*. At its worst, it's a bit sentimental and pale.

Gibson's Tim is a charmingly awkward, somewhat of a loser, living on the Cane will quit, has quick to give. They're like a love between the Wenders and the Tinseltown. When Dad tells Tim about the time-travel gene, which manifests only in men of



AND DAD FORGETS The every-day stuff: Nighy and Gibson have fun as the best of British in Curtis' romantic comedy.

the family, the latter starts on the opportunity to improve his somewhat less than multiple do overs. It works, but only after many reasonably convincing scenes of trial and error.

The script grants McQueen's character as a person with his own qualities rather than a pawn to be won, and her romance with Tim as a realistic long-term partnership rather than a stroll into the sunset. Those are refreshing traits for a romantic comedy, but the

problem is that *About Time* centers nearly a decade in romantic fiction making it hard to focus on anything in particular. Curtis keeps introducing quirky comic or dramatic situations and then skipping ahead so we don't see them just one. Definitely his characters, such as Kate Winslet as a new pianist, are wasted.

Perhaps the fragmented storytelling technique is intended to show us life from a time traveler's perspective. Nothing has

to be dwelled on, because everything can be revisited and revised (and, hence, we eventually learn). In practice, however, the lack of focus leads to short-changing important moments and superficial treatment of many characters and themes. Some of the sequences feel dated and cheap, and a slightly troubling. This troubled star (Nighy) looks a lot like a new one.

A movie that makes his characters about living every moment in the fullest sense to earn them by making those moments feel real and lived in, rather than handing them into writer-colored nostalgia. *Groundhog Day* showed how a sense of grinding repetition (which is how many of us experience time) can give way to transformative appreciation. About Time too often fails to make the most of its farthest moments, with a notable exception: the scenes between Nighy and Gibson, whose father-son bond is by far the most compelling relationship in the movie. Actually, just having Nighy's wisdom, that tried (it looks like) "readable" and a "readable" and a "readable" is profound with Nighy's (perhaps a bit) pretty compelling, it's something his play will be. Like reading thousands of books, little of what his character does is so important, and it's a great film. High concepts may feel flat, but a brilliant performance is how we worth your time.

HAROLD HARRISON

fun stuff

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Curses, Follies Again

Police charged Ethan Gutter, 16, with drug and weapons offenses after he arrested three suspects by putting "over 600 photos on Instagram showing parties he was having in the house with ample amounts of suspected marijuana and alcohol," according to the police report, which accused him of selling marijuana from the residence in Garthwaite, Md. The SWAT team that raided the home also found 45 guns, including an M16 assault rifle. (Washington Post)

Opportunity Knocks

Hours after a gunman opened fire at Los Angeles International Airport, killing a Transportation Security Administration screener, Jeff Soto, the public relations director of a marketing nonprofit called Visit Newport Beach, sent a tweet to nearly 15,000 followers urging travelers to make alternate arrangements: "Heading out of town on a weekend getaway via LAX? Avoid the chaos and make it a beach vacation here in Newport Beach." The tweet was deleted an hour later, but Soto was promptly fired. (Orange County Register)

Spillsports

The Children's Development Center at Florida's Hillsborough Community College notified parents that the center "will no longer be participating in the celebration of tradition holidays" when some parents objected, after GWendolyn Purcell referred them to

an article arguing that children have difficulty understanding holidays and that "many holidays are overdone anyway." The article suggests celebrating other infestations instead, such as first tooth, tying shoelaces, worms, the color red or the first snowfall. (Tempe Bay's WTFish-TV)

Australia's National Health and Medical Research Council issued new guidelines for childcare agencies that include a ban on candles on birthday cakes. To avoid spreading germs by blowing out the candles, the council requested that parents instead send individual candles with candles on them. (Social Reader)

Better Off Taking the Bus

The Washington, D.C., Department of Fire and Emergency Medical Services had to pay private ambulances \$20,000 to provide coverage at two sporting facilities in July after the department pulled 67 of its 94 ambulances out of service for repairs because their air conditioning units failed during a heat wave. Several of the ambulances were repaired by jamming street signs into engine compartments as makeshift heat shields. (Washington Times)

In August, three D.C. ambulances caught fire, including two on the same day as a result of electrical malfunctions and a fuel leak. (Washington Post)

Mensa Rejects of the Week

Sheriff's officials said Daniel R. Tickets, 56, died while driving an all-terrain vehicle in the backyard of his property in Albany County, N.Y., when he ran into a nearby unstable well he had set up in a boggy tree around four large marijuana plants. (Albany Times Union)

We Report successfully contacted a \$100 parking ticket in New Westminster, British Columbia, after paying a lawyer \$1500 to argue his case. (United Press International)

Things That Go Kaboom

When Michael Pierre, 58, failed a hotel to check the visitor pressure in his New York City apartment, it exploded in his face. Thirty stitches were required to close surgical wounds from flying shards of porcelain, according to his lawyer, Sanford Robinson, who explained that his client is so afraid since the incident that he has a rope to flush the toilet from a safe distance behind the bathroom door. "Clearly," Robinson said, "toilets are supposed to flush, not explode." (Agence France Press)

Reverse Discrimination

A housing complex designed specifically to accommodate deaf, deaf blind and hearing-impaired senior citizens in Tempe, Ariz., isn't doing enough to attract non-hearing-impaired residents, according to federal officials. Eighty-five percent of residents of the

79-unit Apache ASL Trails, which received \$2.6 million in funding from the U.S. Department of Housing and Urban Development, have hearing disabilities. Federal officials cited the complex's violation of federal housing discrimination rules and want 75 percent of the residents to be seniors who aren't deaf or hearing-impaired. (Phoenix's Arizona Republic)

See No Evil

Milburn Therphylakopoulos, 33, boarded a packed commuter train in San Francisco and began waving a loaded .45-caliber pistol, according to authorities, who said surveillance cameras showed passengers ignoring him because they were too busy looking at their phones and tablet computers until Therphylakopoulos finally opened fire, killing a 20-year-old college student. "These weren't concealed movements. The gun is very clear," District Attorney George Geronzi said. "These people are in very close proximity with him, and nobody sees this. They're just so engrossed, texting and reading and whatnot. They're completely oblivious of their surroundings." (San Francisco Chronicle)

Out on a High Note

After becoming the eldest woman to compete in the New York marathon, Joy Lawson, 86, returned to her hotel, lay down to rest and never woke up. (Agence France Press)

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